

Investir plus en sciences humaines

SELON un éminent économiste, l'importance de plus en plus grande accordée aux programmes techniques des collèges et des universités ne répond pas aux besoins de l'économie canadienne.

Dans une étude rendue publique le mois dernier par le Conseil de recherches en sciences humaines, Robert Allen, économiste de l'UBC, conclut que la formation technique et les programmes de pointe sont importants. Il estime toutefois que l'accent mis de plus en plus sur le «technicisme» est trop restreint et risque de mal préparer les étudiants à l'emploi.

Il admet que la demande d'une main-d'œuvre ayant une formation technique est en hausse, mais il ajoute que le marché du travail sollicite de plus en plus de diplômés en éducation en sciences humaines et sociales. Selon lui, il faut orienter les ressources vers les disciplines humaines et sociales pour satisfaire aux besoins de la nouvelle économie du savoir.

L'étude, fondée sur des statistiques tirées des recensements de 1996 et 1991, montre que la demande de diplômés en sciences sociales est particulièrement élevée, ce qui va à l'encontre de l'opinion généralement répandue concernant l'importance de la formation technique. Soulignant que le taux de chômage est plus élevé chez les diplômés ayant reçu une formation technique, M. Allen met donc en doute la croyance voulant qu'une spécialisation technique garantisse un emploi.

Parce que la révolution technologique a modifié l'organisation des entreprises et des bureaucraties, il faut de plus en plus de travailleurs qui peuvent appliquer des modèles aux problèmes, qui ont de l'entrepreneur et qui peuvent parler et écrire correctement, des compétences que les programmes de sciences humaines développent, au contraire de la formation technique, axée sur la pratique.

Malgré les bonnes perspectives d'emploi pour les étudiants en arts, l'étude révèle néanmoins un écart inquiétant de revenu entre les femmes et les hommes.

Voir INVESTIR à la page 3

Access 2000 Campaign Gains Momentum

THE Canadian Federation of Students' Access 2000 campaign is gearing up. "Thousands of people have signed the federation's petition calling for the restoration of social programme funding, a reduction in tuition fees and a federally coordinated system of needs-based grants," said CFS national chairperson Michael Conlon. "Public funding of post-secondary education is indispensable if genuinely autonomous thought and research is to flourish in Canada."

The federation is calling for a day of strike and action starting on Feb. 2, 2000, as part of a strategy to win these demands.

"The CAUT Council endorsed the Access 2000 campaign at its November meeting and encouraged all local and provincial associations to assist local CFS groups as much as possible," said CAUT president Bill Graham.

The Access 2000 campaign comes at a time when a real debate has emerged over how the federal government should spend its multibillion dollar surplus. After years of budgetary cuts to post-secondary education, health care and social assistance, Canadians have ranked funding of public services as top priority.

Students are looking for real solutions to the crisis in higher education. Universal access to post-second-

ary education grounded in a student's willingness to learn has been replaced with limited entry based solely on income. The CFS says boutique initiatives such as the Canada Millennium Scholarships and the Canadian Foundation for Innovation are not the solutions. What is needed is restored federal transfer payments to the provinces for social programme funding, a national system of grants based solely on need, and a reduction of tuition fees.

In addition to CAUT, several other national organizations have already endorsed the campaign, including the National Action Committee on the Status of Women, the Canadian Labour Congress, the Canadian Auto Workers, and the Canadian Union of Public Employees.

Momentum is building across the country. In British Columbia, the BC Teachers' Federation has circulated thousands of petitions to its members throughout the province.

At a recent Newfoundland Federation of Labour convention, where students made a presentation on education issues and concluded with a statement on the need for a student strike, they were given a standing ovation.

See ACCESS 2000 Page 4

Accès 2000 a le vent en poupe

La campagne Accès 2000 de la Fédération canadienne des étudiantes et étudiants est fin prête. «Des milliers de personnes ont signé la pétition de la fédération en faveur du rétablissement du financement des programmes sociaux, d'une réduction des droits de scolarité et d'un régime coordonné par le fédéral de bourses fondées sur les besoins», a déclaré le président national de la FCEE, Michael Conlon. «Le financement de l'enseignement postsecondaire par les fonds publics est indispensable pour que le savoir et la recherche vraiment autonomes s'épanouissent au Canada.»

La fédération demande la tenue d'une journée de grève et d'action dès le 2 février 2000, dans le cadre d'une stratégie pour remporter ces revendications.

«Lors de son assemblée de novembre dernier, le Conseil de l'ACPPU a approuvé la campagne Accès 2000 et a invité toutes les associations locales et provinciales à aider autant que possible les associations locales de la FCEE», a déclaré le président de l'ACPPU, Bill Graham.

La campagne Accès 2000 survient au moment où un vrai débat est soulevé quant à la manière dont le gouvernement devrait dépenser l'excédent budgétaire de plusieurs milliards de dollars. Après des années de restrictions budgétaires imposées à l'enseignement postsecondaire, la santé et l'aide sociale, les Canadiens et les Canadiennes placent le financement des services publics au sommet des priorités. Les étudiants cherchent de vraies solutions à la crise

qui prévaut dans l'enseignement supérieur. On a substitué l'accès basé sur le revenu seulement à l'accès universel aux études postsecondaires fondé sur la volonté d'apprendre des étudiants. Selon la FCEE, les initiatives à la pièce telles les Bourses d'études du millénaire et la Fondation canadienne pour l'innovation ne sont pas des solutions. Il faut plutôt rétablir les paiements de transfert fédéraux aux provinces pour financer les programmes sociaux, créer un régime national de bourses fondées seulement sur les besoins et réduire les droits de scolarité.

Outre l'ACPPU, plusieurs autres organismes nationaux ont déjà appuyé la campagne, dont le Comité canadien d'action sur le statut de la femme, le Congrès du travail du Canada, les Travailleurs et travailleuses canadien(ne)s de l'automobile et le Syndicat canadien de la fonction publique.

Le mouvement prend de l'amplitude au pays. En Colombie-Britannique, la BC Teachers' Federation a fait circuler des milliers de pétitions à ses membres dans toute la province. Récemment, lors du congrès de la Newfoundland Federation of Labour, des étudiants ont été ovationnés après avoir présenté les problèmes auxquels fait face l'éducation et après avoir conclu par une déclaration en faveur d'une grève étudiante. En Ontario, la Fédération du travail de l'Ontario a appuyé la campagne, le Syndicat canadien de la fonction publique a déclaré que le 2 février

Voir ACCÈS 2000 à la page 4

Market Needs Not Being Met by Tech Focus

THE increasing focus of colleges and universities on technical programs at the expense of the social sciences and humanities is not meeting the needs of the Canadian economy, a prominent economist says.

In a report released last month by the Social Sciences and Humanities Research Council, UBC economist Dr. Robert Allen concludes that while technical training and high-tech programs are important, the growing concentration on "techism" alone is too narrow and threatens to leave students ill-prepared for employment.

"While techisms are right that the demand for technically trained workers is growing, the same is true for graduates in education, the humanities, and social sciences," argues Allen. "Resources must be directed to these fields to meet the needs of the new knowledge-based economy."

The study, which draws upon 1991 and 1996 Census data, shows that labour market demand is especially high for university graduates in the social sciences a conclusion that runs counter to prevailing popular wisdom about the importance of technical training. Pointing to the comparatively poor employment performance of those with a college diploma or trade certificate, Allen says there is good reason to question claims that specific technical skills guarantee a job.

"Education in the humanities and social sciences is meeting the needs of the Canadian economy precisely because computers and information technology have revolutionized the organization of businesses and government bureaucracies," he says. "The new-style organizations put a premium on workers who can relate to real situations, work well with others, and who can speak and write effectively — skills developed in humanities and social science programs."

Technical training that concentrates solely on the production of new technologies and the nuts and bolts of their operation does not teach these communication and organization skills, adds Allen.

See TECH FOCUS Page 3

Nos universités,
notre avenir.

INSIDE THIS ISSUE · DANS CE NUMÉRO

Income Tax Facts	2	Renseignements fiscaux	5
Budgets alter income tax reporting.		AAUP List	5
Les universités privées	3	Censured administrations in the U.S.	
'No' to Education	3	Books	6
Federal finance committee rejects funding recommendations.		Universities for sale.	
L'ABPPU in conciliation	4	Equity News	6
		Bigotry battle goes to supreme court.	
			9
		Commentary	
		Harassment decision could mean cold shoulder for female students.	
		Section des carrières	13
		Bookshelf	36
		Conscience & history.	
		Salary Data	36

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COMING IN 2000!

The CAUT Status of Women Conference is set for Oct. 26 - 29, 2000 in Windsor, Ontario. Its theme, *Mobilizing for the 21st Century*, will allow participants to examine equity strategies for the new century. For details, contact Nancy Gordon at 613-820-2270 or email ngordon@caut.ca.

INCOME TAX FACTS

Budgets Alter Income Tax Reporting

FEDERAL budgetary measures in 1998 and 1999 have resulted in a number of income tax changes. Major changes are summarized below and are described more fully in CAUT's 1999 Income Tax Guide at www.caut.ca.

The 1999 guide continues to include material on the distinction between business and employment income, scholarships and grants, sabbatical leaves, international tax treaties and foreign taxation, information about objections and penalties, and other miscellaneous items. CAUT's Income Tax Guide is for general information only. Professional tax advice should be obtained in making tax and tax planning decisions.

Basic Personal Tax Credits

Finance Minister Paul Martin's February 1999 budget introduced new measures to build on the tax relief of 1998. For 1998, the basic personal tax credit was \$6,456 and the spousal credit was \$5,380. The 1998 budget provided a \$500 supplement to low-income Canadians. The 1999 budget extends such tax relief through an increase to personal credits of \$500 and the elimination of supplements. The effects of applying the change July 1, 1999 means most taxpayers receive \$250. This budget also proposes an additional increase of \$175 July 1, 1999. Thus, the effective basic personal tax credit will be \$6,794 for 1999 and \$7,131 for 2000. The spousal tax credit also increases to \$5,718 for 1999 and to \$6,055 for 2000.

Elimination of Surtax

The federal surtax of 3% was introduced in 1986. The 1998 budget eliminated the surtax on income under \$50,000. That budget also reduced the surtax on earnings from \$50,000 to \$65,000. The 1999 budget eliminates this surtax for all taxpayers after July 1, 1999.

Canada Child Tax Benefit

The Canada Child Tax Benefit is a monthly, non-taxable payment. It has two components: the base benefit and amount of the National Child Benefits Supplement. The 1998 budget announced increases to the supplement to be phased in during 1999 and 2000 following discussion with the provinces. The supplement will increase to \$955 for the first child; \$755 for the second child; and \$680 for each additional child as of July 2000. This supplement will be phased out completely at family net income of \$29,950 as of July 2000. The proposed Canada Child Tax Benefit remains unchanged at \$1,020 per child with a supplement of \$75 per child after two children and \$213 for each child less than seven years of age if no child care expenses are claimed.

Income Splitting with Minor Children

The 1999 budget will impose higher taxes on certain income of individuals under the age of 18. The highest marginal rate will apply to taxable dividends and other benefits received from companies whose shares are not listed on a stock exchange. The higher tax also applies to income from a partnership or trust that earns income from the provision of goods or services to another business in which a relative of the child participates. The only deductions permitted from such income are dividend and foreign income tax credits. These new measures eliminate several tax planning strategies to avoid the application of attribution rules. The delay of this tax to 2000 allows Canadians time to adjust their strategies.

Goods & Services Tax Credit

Two proposed changes affect the Goods & Services Tax Credit. The first change as of July 1, 1999 would remove the phase-in requirements for the single parent supplement. The second change, to be implemented in 2001, would reduce the time now required to amend payments for changes in family income or size.

Retroactive Payments

Individuals usually are taxed on income the year it is received. This income, however, may be related to prior years, such as employment termination, pension income and support payments. The effective marginal rate, therefore, is often higher on such income than if a lump sum was received when it was earned. The 1999 budget provides a mechanism, similar to that in Quebec, which permits these

payments (more than \$3,000) to be averaged. A refund of the difference in the tax paid between the lower and higher marginal rates will be made, but interest will be charged on the delayed payment. There will be no adjustment to RRSP room, nor to tax credits in earlier years, although provincial taxes will be reduced. The new provisions will apply retroactively from 1994. Such changes do not affect current rules related to lump sum CPP/QPP benefits.

RRSP/RRIF Proceeds

Upon a taxpayer's death, RRSP/RRIF proceeds have been taxable unless transferred to the RRSP/RRIF of a surviving spouse, or, if there is no spouse, to the deceased's dependent children or grandchildren. The 1999 budget proposes to remove the restriction that the spouse must be deceased. This new condition will apply to deaths after 1995. An election will be required for deaths from 1995 to 1998. A transitional measure will allow for transfers to be made by February 29, 2000 in connection with such dispositions prior to 1999.

Therapy & Tutoring for the Disabled

The 1999 budget proposes allowable expenses for group home care or therapy for those claiming the disability tax credit, and tutoring for the mentally impaired. Therapy would include treatment by those without specific qualifications if supervised by a medical doctor. A physician must certify the need for tutoring. Also allowed for 1999 are amounts paid for tutoring services for those with a learning disability or mental impairment which are supplementary to primary education.

Labour-Sponsored Venture Capital Corporations

The 1999 budget encourages labour-sponsored venture capital corporations (LSVCCs) to direct more of their funds to small business. It also proposes to allow individuals to withdraw from their RRSPs proceeds of certain LSVCC shares registered in Quebec for a home buyer's plan or lifelong learning plan. Such a withdrawal will be allowed only if replacement purchases are made annually as determined under existing requirements. The federal credit would not be recovered. This allowance conforms to proposed Quebec legislation. Note that replacement purchases are ineligible for Quebec LSVCC credit.

Demutualization

Two other pieces of draft legislation released in December 1998 became effective in 1999. The first deals with the demutualization of the four major Canadian life insurance companies which are converting to corporations with shareholders. When policyholders receive shares, there is no immediate gain. The shares have a zero cost base, however, all proceeds from any subsequent sale will be a taxable capital gain. The receipt of cash from demutualization will be treated as a taxable dividend. The dividend tax credit will apply in this case.

Emigration & Capital Gains

In addition, draft legislation from December 1998 covers the taxation of capital gains accrued to the time of emigration. Most countries tax such gains when sales occur, based on actual costs. Canada taxes gains accrued to emigration where no sale has occurred. Canada's tax treaties usually have limitation periods of five to 10 years. With advance planning, the cost of assets may be increased prior to emigration. By waiting throughout the limitation period before sale, Canada receives no tax. The new country of residence only taxes the gain subsequent to any increase upon actual sale. Under the legislation, emigrants are deemed to have disposed of all property protected by treaty. Tax collection is deferred. If Canada, however, anticipates that tax will exceed \$25,000 then security is required to be posted before emigration.

Civil Penalties

The 1999 budget proposes to apply civil penalties against promoters of tax plans which knowingly include "a false statement or omission that may be used for tax purposes." Penalties also cover "advising or participating" in a false filing. ■

Text prepared by Bob Moore, CAUT & Don Robertson, C.A., Robertson, Hill, Parker, Prins.

L'ACPPU condamne les projets de création d'universités privées

LORS de l'assemblée du Conseil de l'ACPPU tenu à la mi-novembre, les délégués ont adopté une résolution s'opposant à la création d'universités privées conférant des grades et appuyant un solide système public d'enseignement postsecondaire au Canada.

«Nos membres s'opposent fermement aux universités privées et à un système à deux vitesses et sont en faveur d'un enseignement public», a déclaré le président, Bill Graham. «Nous savons que seul un système d'enseignement supérieur financé suffisamment par les deniers publics garantit que le savoir est disponible en toute liberté et

que tous les Canadiens et Canadiennes ont accès à une formation à un prix abordable.»

La résolution de l'ACPPU a été adoptée dans la foulée d'un projet de création d'une université privée à Squamish, en Colombie-Britannique, et de l'enquête générale que suscite l'intention du gouvernement de l'Ontario d'accorder des universités privées conférant des grades.

«L'ACPPU exercera d'énergiques pressions contre ces initiatives dans le but de promouvoir l'enseignement public», a ajouté M. Graham. ■

Federal Finance Committee Says 'No' to Education

THE federal Finance Committee tabled its final report in early December, calling on the government to devote the looming fiscal surplus almost entirely to tax cuts and debt reduction rather than repairing the damage done to Canada's social programs, including postsecondary education.

«We are all shocked by how unbalanced and extreme these recommendations are», said CAUT president Bill Graham. «This was not the message most groups delivered to the committee.»

Graham noted the committee's recommendations would take away the federal government's ability to repair the damage done by years of budget cuts to Canada's universities and colleges.

«Spent wisely, the federal surplus gives us the chance to restore core funding for postsecondary education before the damage is irreversible,» Graham said. «But the committee seems unconcerned about skyrocketing tuition, large classes, outdated labs, declining serials collections, and uncompetitive salaries.»

The Finance Committee is recommending a \$46 billion cut in

income taxes over five years. The key measures include: a 15 per cent increase in the basic personal credit and spousal credit; a 15 per cent increase in tax thresholds; a 3 per cent cut in the middle income tax rate; elimination of the 5 per cent high income surtax; a lower inclusion rate for capital gains, from 75 per cent to 65 per cent; a 5 per cent reduction in corporate income tax rates; and a \$2,000 increase in RRSP limits.

A rough calculation of the combined federal and provincial impact of the proposed changes reveals that upper income earners will be the biggest beneficiaries. For a single taxpayer earning between \$100,000 and \$150,000, estimated average savings will amount to about \$4,500 or 4.5 per cent of taxable income. By contrast, for those earning \$20,000 to \$25,000, total savings will be just \$277 or 1.4 per cent of taxable income.

«Diverting all our resources to tax cuts is completely wrong-headed,» added Graham. «Whatever savings for most people will be offset by higher user fees. Meanwhile, universities, colleges and other public institutions will be

starved of needed public funds.»

Graham noted that for most families with a child attending college or university, the proposed tax cuts will be more than wiped out by the added cost of just one year's tuition fees.

CAUT has urged local faculty associations to write to Finance Minister Paul Martin, calling on him to reject the Finance Committee's recommendations in favour of a more balanced approach.

CAUT is recommending that Ottawa restore funding for postsecondary education so that it constitutes 0.5 per cent of the Gross Domestic Product (as was the case in the late 1970s and early 1980s). This would mean an increase of about \$2.7 billion.

As Graham noted, «Surely, the federal government can spend one-half of 1 per cent of Canada's yearly wealth on postsecondary education. It's a modest investment in our future.»

CAUT is also asking the federal government, in cooperation with the provinces, to establish a new funding mechanism ensuring that transfers are clearly earmarked for postsecondary education. ■

Nomination à l'ACPPU Victoria Smallman

L'ACPPU a nommé Victoria Smallman au nouveau poste d'organisatrice syndicale.

Mme Smallman a déjà été présidente de la Fédération canadienne des étudiantes et étudiants (élément de l'Ontario) et a assumé la présidence du Syndicat canadien des travailleurs et travailleuses en éducation (section locale 6, représentant les assistants à l'enseignement et les instructeurs à temps partiel de l'Université McMaster). Elle a également siégé au conseil exécutif national du SCTTE.

Elle a travaillé à l'Union des associations des professeurs des universités de l'Ontario et au Nouveau Parti Démocratique du Canada.

Elle a presque terminé un doctorat en études anglaises de l'Université McMaster, a une maîtrise en arts du University College de



Victoria Smallman s'est jointe à l'ACPPU en janvier 2000.

Dublin en littérature anglo-irlandaise, et détient un baccalauréat de l'Université St Francis Xavier.

Mme Smallman s'est jointe à l'ACPPU le 11 janvier 2000. ■

Market Needs Not Being Met by Tech Focus

From PAGE 1

Despite the good news about job prospects for arts students, the report also points to an alarming income gap between university-educated men and women. The worst income gap is in engineering, where women with undergraduate degrees earn about \$20,000 a year less than their male counterparts. Women graduates in social sciences earn about \$11,500 less than men in the same field.

«Overall, it's a big mistake to believe that technical or trade courses lead to a good job with high earnings,» Allen says. «The lowest unemployment rates, highest occupational status, and highest incomes are realized by university graduates in all fields.» ■

Investir plus en sciences humaines

Suite de la PAGE 1

ayant fait des études universitaires. Le plus grand écart de revenu a été constaté en génie, un domaine où les bacheliers gagnent environ 20 000 \$ de moins par année que leurs collègues masculins. En sciences sociales, les femmes gagnent environ 11 500 \$. Il est faux de croire qu'une formation technique est synonyme d'un bon emploi et de salaires élevés d'après M. Allen. Dans tous les domaines, les diplômés universitaires jouissent d'un taux de chômage le plus faible, d'une meilleure situation professionnelle et d'un revenu plus élevé. ■

Traduit de l'article «Markets Needs Not Being Met by Tech Focus».

Une manne dont ne profitera pas l'éducation postsecondaire

LE Comité des finances du gouvernement fédéral a déposé son rapport définitif au début de décembre dans lequel il demande au gouvernement de consacrer presque entièrement l'excédent budgétaire à la réduction de l'impôt et de la dette plutôt que de réparer les torts causés aux programmes sociaux du Canada, notamment l'enseignement postsecondaire.

«Nous sommes stupéfiés de constater combien ces recommandations sont extrêmes et mal équilibrées,» a déclaré le président de l'ACPPU, Bill Graham.

M. Graham a fait remarquer que les recommandations du comité enlèveraient au gouvernement fédéral la capacité de réparer les dommages causés aux universités et aux collèges du Canada par des années de compressions budgétaires.

«Dépensé intelligemment, le surplus du fédéral nous donne l'occasion de rétablir le financement de base de l'enseignement postsecondaire avant que les dommages subis ne soient irréversibles», a ajouté M. Graham. Il semble toutefois que le comité ne se préoccupe pas de la flamme des frais de scolarité, des classes nombreuses, des laboratoires défaillants, de la diminution des collections de périodiques et des salaires non concurrentiels.»

Le Comité des finances recommande des réductions d'impôt de 46 milliards de dollars sur cinq ans. Les principales mesures budgétaires comprennent une hausse de 15 % du crédit personnel de base et du crédit pour conjoint, une hausse de 15 % du seuil d'imposition; une réduction de 3 % du taux d'imposition des salariés moyens; l'élimination de la surtaxe de 5 % sur les revenus élevés; un taux d'imposition moins élevé des gains en capital, de 75 % à 65 %; une réduction de 5 % du taux d'imposition des sociétés et une hausse de 2 000 \$ du plafond des cotisations à un RÉER.

Après un calcul approximatif des mesures proposées et de leurs répercussions à l'échelle fédérale et provinciale, les particuliers à revenu supérieur seront les grands gagnants, tant en dollars constants qu'en proportion de leur revenu imposable. Un contribuable célibataire, gagnant entre 100 000 \$ et 150 000 \$, épargnera en moyenne jusqu'à 4 500 \$ ou 4,5 % du revenu imposable. Par contre, les contribuables gagnant entre 20 000 \$ et 25 000 \$ épargneront au total tout juste 277 \$ ou 1,4 % du revenu imposable.

«C'est faire preuve d'obstination que de détourner toutes nos ressources à la réduction d'impôt», a affirmé M. Graham. «Qu'importe les économies dont les gens béné-

fieront, elles seront compensées par une hausse des frais d'utilisation. Dans l'intervalle, les universités, les collèges et d'autres établissements publics seront privés des deniers publics dont ils ont besoin.»

M. Graham a signalé que pour la plupart des familles dont un enfant fréquente le collège ou l'université, le coût additionnel des frais de scolarité pour une année seulement effacera la réduction d'impôt proposée.

L'ACPPU a recommandé fortement aux associations locales de professeurs d'écrire au ministre des Finances Paul Martin pour lui demander de rejeter les recommandations du Comité des finances au profit d'une approche plus équilibrée. L'ACPPU recommande que le gouvernement fédéral rétablisse le financement de l'enseignement postsecondaire afin qu'il représente 0,5 % du Produit intérieur brut. Il s'agirait alors d'une hausse d'environ 2,7 milliards de dollars.

L'ACPPU demande en outre au gouvernement fédéral d'établir, de concert avec les provinces, un nouveau mécanisme de financement garantissant que les paiements de transferts sont clairement réservés à l'enseignement postsecondaire. ■

Traduit de l'article «Federal Finance Committee Says 'No' to Education».

L'ABPPUM en conciliation

Par GREG ALLAIN

À PRÈS plusieurs mois de négociations infructueuses, l'Association des bibliothécaires, des professeurs et professeures de l'Université de Moncton (ABPPUM) demandait le 13 décembre dernier au ministre du travail du Nouveau-Brunswick de nommer un conciliateur. Ce dernier fut désigné la semaine suivante, et les rencontres entre les parties concernées devraient débuter à la mi-janvier. Comment en sommes-nous arrivés là, et que peut-on entrevoir pour l'avenir?

Nous nous étions très bien préparés à ces négociations. En 1998-1999, un de nos comités a fait une réfutation de la convention collective. En février, notre Comité de négociation a consulté tous nos membres pour recueillir leurs préoccupations et suggestions. Enfin, lors d'une demi-journée d'études tenue le 26 mars, un sondage sur les priorités a fourni des données très instructives.

Notre Comité de négociation (formé en octobre 1998) était prêt

à négocier au début de mai, mais la partie patronale ne l'était pas : son équipe n'a été constituée que le 25 mai, et elle a fait retarder l'échange des deux projets au 31 août : avant cette date, à leur insistance, il n'y a eu que quelques rencontres en mai et juin pour finaliser le protocole de négociation. Depuis le 31 août, les deux parties se sont rencontrées à seize reprises, et, en décembre, il est devenu évident que les offres patronales sur les points essentiels étaient carrément inacceptables.

Nous réclamions notamment une réduction de la charge d'enseignement, un fonds de développement professionnel, et des augmentations salariales substantielles, pour obtenir la partie salariale avec nos collègues anglophones.

La partie patronale offre l'étape de carrière et une augmentation salariale de 1 % par année au cours des trois prochaines années. C'est là une indication claire du manque de respect de cette administration pour nos membres, ce dont nous nous plaignons de-

puis des années. C'est aussi une source importante de mobilisation dans cette campagne.

Nous avons organisé plusieurs activités cet automne pour sensibiliser et mobiliser nos membres : Un débat-midi, tenu le 21 octobre sur la réforme universitaire; trois collègues de la Mount Allison Faculty Association sont venus nous présenter le bilan de leur grève et de leurs négociations; une rencontre, le 26 novembre, avec la présidente et le président sortant de la Caisse de défense de l'ACPPU; la publication, depuis la mi-octobre, de sept bulletins d'information *InfoNtgos*.

Un Comité de mobilisation a été créé, des macarons et des pancartes ont été préparés, et une Assemblée générale spéciale convoquée le 16 décembre dernier a donné un appui unanime au Comité de négociation et au Bureau de direction pour les démarches effectuées à ce jour et celles à venir et à une grève éventuelle. ■

(Greg Allain est président de l'ABPPUM.)

Access 2000 Campaign Gains Momentum

From PAGE 7

In Ontario, the Canadian Union of Public Employees has declared Feb. 2 a day of action for their members and events have been planned for most major cities in the province. The Ontario Federation of Labour has endorsed the campaign.

In Quebec, federation members are organizing action for the February strike date.

Students in Alberta have launched a campaign to freeze tuition fees. The Canadian Federation of Students made a presentation to an Alberta Colleges and Technical Institutes Student Executive Council conference in October explaining how a tuition fee freeze was won in British Columbia, Quebec and Newfoundland. In November, members of the Council pressed their demands by marching from Calgary to Edmonton.

On college and university campuses across the country, local committees have been formed. Some university senates have agreed to academic amnesty for students participating in Feb. 2 actions, so students will not receive penalties for missing exams or deadlines.

Successful strike votes have been undertaken at Concordia and Carleton universities.

Residence councils have thrown themselves into activities, as have course unions.

At Laurentian University, every club has been invited to endorse and participate in Access 2000.

CFS says this type of openness and enthusiasm will ensure Access 2000 has the broadest possible base and the widest support. ■

For more information visit www.cfs-fce.ca, call 1-800-789-5870, or email: cfs@cfs-fce.ca.

Accès 2000 de la FCEE a le vent en poupe

Suite de la PAGE 1

serait une journée d'action pour ses membres, et des activités sont prévues dans la plupart des grandes villes de la province. Au Québec, les membres de la fédération se sont engagés à organiser une action pour le 2 février.

Les étudiants de l'Alberta ont lancé une campagne en faveur du gel des droits de scolarité. En octobre, la Fédération canadienne des étudiantes et des étudiants a fait une communication au congrès du conseil exécutif étudiant des collèges et des instituts techniques de l'Alberta pour expliquer comment on avait obtenu un gel des droits de scolarité en Colombie-Britannique, à Terre-Neuve et au Québec. En novembre, les membres du conseil ont insisté sur leurs revendications en manifestant de Calgary à Edmonton.

On a mis sur pied des comités locaux dans les collèges et les universités de tout le pays. Certains

conseils d'université ont accepté de ne pas pénaliser les étudiants qui participeront aux activités du 2 février et qui manqueront par conséquent des examens ou la date de tombée de travaux.

La grève a été votée aux universités Concordia et Carleton.

Des conseils de résidence se sont lancés dans des activités de même que des associations départementales d'étudiants.

À l'Université Laurentienne, toutes les associations ont été invitées à appuyer la campagne Access 2000 et à y participer.

Cette ouverture d'esprit et cet enthousiasme permettra que la campagne touche le plus de monde possible et reçoive le plus large appui. ■

Pour vous renseigner davantage, veuillez consulter le site web à www.cfs-fce.ca, appeler au 1-800-789-5870, ou par courriel : cfs@cfs-fce.ca.

Traduit de l'article «Access 2000 Campaign Gains Momentum».

Food for thought

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Des mesures budgétaires modifient la déclaration d'impôt

Le gouvernement fédéral a mis en œuvre des mesures budgétaires en 1998 et 1999 qui ont modifié le régime fiscal. Les principales modifications sont résumées ci-dessous et sont décrites plus à fond dans le Guide de l'impôt 1999 de l'ACPPU à l'adresse www.cauf.ca. Comme par les années passées, le guide de 1999 fait la distinction entre le revenu tiré d'une entreprise et celui tiré d'un emploi, entre les bourses et les subventions, et traite des congés sabbatiques et d'autres sujets divers.

Le Guide de l'impôt de l'ACPPU est produit à titre d'information uniquement. Avant de prendre des décisions d'ordre fiscal ou en matière de planification fiscale, il vaut mieux obtenir l'avis de professionnels.

Les crédits d'impôt personnel de base

Le budget de 1999 du ministre des Finances Paul Martin a institué de nouvelles mesures augmentant l'allégement fiscal de 1998. Ainsi, en 1998, le crédit d'impôt personnel de base s'élevait à 6 456 \$ et le crédit pour conjoint était de 5 380 \$. Le budget de 1998 prévoyait, pour les Canadiens et Canadiens à faible revenu, un montant supplémentaire de 500 \$. Le budget de 1999 étend cet allégement fiscal en augmentant les crédits d'impôt personnel de 500 \$ et en éliminant les montants supplémentaires. L'application de ce changement le 1^{er} juillet 1999 fera en sorte que la plupart des contribuables auront droit à 250 \$. On propose aussi dans ce budget d'accroître ces montants personnels de 175 \$ à compter du 1^{er} juillet 1999. Par conséquent, pour 1999, le crédit d'impôt personnel de base effectif sera de 6 794 \$ et de 7 131 \$ pour l'année 2000. Le crédit d'impôt pour conjoint passera de 5 718 \$ pour 1999 à 6 055 \$ pour 2000.

Élimination de la surtaxe

La surtaxe de 3 % a été instituée en 1986. Le budget de 1998 a éliminé la surtaxe pour les contribuables dont le revenu est de moins de 50 000 \$ et l'a réduite pour les contribuables gagnant de 50 000 \$ à 65 000 \$. Le budget de 1999 élimine la surtaxe pour tous les contribuables à compter du 1^{er} juillet 1999.

Prestation fiscale canadienne pour enfants

La prestation fiscale canadienne pour enfants est versée mensuellement et n'est pas imposable. Elle comprend deux volets, la prestation de base et le Régime national de prestations pour enfants (RNPE). Le budget de 1998 prévoyait des augmentations pour le RNPE, lesquelles devaient s'appliquer graduellement en 1999 et en

l'an 2000 après des discussions avec les provinces. La prestation augmentera à 955 \$ pour le premier enfant, à 755 \$ pour le deuxième enfant et passera à 680 \$ par enfant additionnel à compter de juillet 2000. La prestation sera éliminée progressivement au revenu familial net de 29 950 \$ à compter de juillet 2000. La prestation fiscale canadienne pour enfants suggérée demeure la même, à 1 020 \$ par enfant, avec des montants supplémentaires de 75 \$ par enfant à partir du troisième enfant et de 213 \$ par enfant de moins de sept ans s'il n'y a pas de réclamation de frais de garde.

Division du revenu dans le cas d'enfants mineurs

Le budget de 1999 renferme des mesures qui accroissent les impôts sur certains types de revenus de particuliers de moins de 18 ans. Le taux marginal le plus élevé s'appliquera aux dividendes imposables et aux autres avantages reçus à titre de détenteurs d'actions non inscrites. Ce taux plus élevé s'applique aussi au revenu d'une société de personnes ou d'une fiducie dont le revenu provient de la prestation de biens ou de services à une entreprise à laquelle un parent de l'enfant participe. Le crédit d'impôt pour dividendes et le crédit d'impôt pour revenu de source étrangère sont les seules déductions permises d'un revenu de ce type. Ces nouvelles mesures visent à mettre fin à de nombreuses stratégies de planification fiscale qui avaient pour but de conter l'application des règles d'attribution. Le report de cet impôt à l'année 2000 permettra aux contribuables de rajuster leurs stratégies.

Crédit pour taxe sur les produits et services

Deux changements sont proposés. En premier lieu, depuis le 1^{er} juillet 1999, les chefs de famille monoparentale peuvent profiter du montant total du supplément de revenu qui leur est versé. Deuxièmement, à compter de 2001, le délai des rajustements en fonction des changements de la situation familiale sera réduit.

Paiements rétroactifs

Les particuliers sont généralement imposés pour l'année pendant laquelle ils ont touché un revenu, même s'il s'applique aux années antérieures, notamment dans le cas d'un revenu de cessation d'emploi, d'un revenu de pensions et de pensions alimentaires. Bien souvent, le taux marginal effectif de ce revenu est plus élevé que si le montant forfaitaire avait été touché pendant les années où il a été réellement gagné. Le budget de 1999 propose un mécanisme

Voir IMPÔT à la page 8

Censured Administrations in the United States

AALP

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long

as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP LIST OF CENSURED ADMINISTRATIONS

GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
AMARILLO COLLEGE TEXAS	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDE SEMINARY MISSOURI	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
BLINN COLLEGE TEXAS	April 1976(83-94)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES IOWA	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE ARKANSAS	May 1978(93-98)	1978
WINGATE COLLEGE NORTH CAROLINA	May 1979(240-50)	1979
OLIVET COLLEGE MICHIGAN	April 1980(140-50)	1980
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May/June 1983(42-46)	1983
ILLINOIS COLLEGE OF OPTOMETRY	November-December 1982(17a-23a)	1984
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN ADVENTIST COLLEGE TEXAS	January-February 1985(1a-9a)	1985
TALLAOEGA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY OKLAHOMA	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLSIDE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART SOUTHEASTERN BAPTIST	May-June 1988(49-54)	1988
THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
OEAN JUNIOR COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINOA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
NYACK COLLEGE NEW YORK	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE MARYLAND	May-June 1995(40-50)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	July-August 1995(65-73)	1996
GARLAND COUNTY COMMUNITY COLLEGE ARKANSAS	May-June 1996(41-46)	1996
SAINT MARY'S COLLEGE OF THEOLOGY INDIANA	July-August 1996(51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997(53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997(52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998(46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998(56-62)	1998
JOHNSON AND WELLS UNIVERSITY RHODE ISLAND	May-June 1999(46-50)	1999
MOUNT MARTY COLLEGE SOUTH DAKOTA	May-June 1999(51-59)	1999

Commercialization Threatens the University's Mission

Universities for Sale: Resisting Corporate Control Over Canadian Higher Education

Neil Tidwell, *Toronto: James Lorimer & Company Ltd., A CAUT Series Title, 1999; 248 pp; paper \$19.95 ca.*

By DONALD FISHER

AUTHOR Neil Tidwell makes a tremendous contribution to our knowledge about the development of the Canadian university system. Advocacy and scholarship are integrated as we are taken through the dramatic changes in both the internal and external lives of our universities in the postwar period.

A small complaint at the beginning concerns the misleading title. While the author clearly does want to draw attention to commercialization and marketization, the primary object of concern is to examine "labour-management struggles in Canadian universities over the past 50 years, showing how and why these conflicts developed." (p. xii)

The first five chapters take us over familiar territory as the author provides a historical narrative of the development of Canadian universities from their sectarian origins through the beginnings of serious federal intervention and the unprecedented expansion during the decade 1965 to 1975.

The focus on funding and governance sets the stage for the next two sections on unionization and marketization. By the mid to late 1970s faculty were becoming aware that the funding boom was over and restraint was becoming the watchword. Further, the mode of governance had shifted away from the "colonial" or "political" end of the continuum in favour of a "bureaucratic" model (OECD, 1990).

One response was a change in the relationship between the faculty and the administration both at the level of the institution and nationally. Senates were less able to protect academic freedom and the rights associated with tenure and faculty proceeded to unionize and challenge the centralized administrations by strike action. Chapters six and seven ("Collective Bargaining Era" and "Professors on the Line") document these trends in admirable fashion.

As market ideology became dominant in the 1980s, so our universities became more corporate and adopted a "market" model of governance (OECD). Expanded administrative units took on the role of "managing" faculty rather than facilitating and supporting research and teaching.

Governments and particularly the federal government encouraged a closer relationship between universities and industry through matching funding policies. The decrease in federal transfers has been a critical factor. Real operating grants per student have been declining since 1977-78 (Skolnik, 1992). In an effort to balance budgets, universities have been more open to the private sector but have also increased their general tuition fees and promoted full-cost recovery programs.

Chapters eight and nine trace the rise of commercialization as knowledge and people become the source of profits and universities actively participate in "quasi-educational markets" (Marginson, 1997). In the conclusion, the author wants to take us beyond "what is" and suggest ways that we as faculty might increase our resistance and ideally reverse the commercialization trend.

The text is full of fascinating information. We learn that in 1966/67, Ottawa paid \$400 million to universities compared to \$99 million a year earlier. (p. 24) Similarly, between 1960 and 1974, all 10 provinces sponsored major inquiries into higher education. (p. 27)

The author challenges the "aura of collegiality" that characterized governance in the 1950s and 1960s. Governance tended to be hierarchical, taking on aspects of feudalism. In 1956, of the 35 Canadian uni-

versities surveyed only four included a faculty voice in the selection of presidents or deans. (p. 30)

The challenges to tenure and academic freedom are well documented, prominent examples being the notorious cases of Frank Underhill at the University of Toronto and Harry Crowe at Winnipeg's United College.

Furthermore, while universities became more democratic and inclusive in the period of massive expansion, by the early 1980s the tide had turned against participatory democracy. The author documents the turbulent years between 1983 and 1985 in British Columbia as well as similar events in other provinces.

To protect themselves and the norms of academic life, the faculty chose to unionize. "By the later 1980s, more than 80 percent of Canadian faculty were in certified unions or covered by special plans." (p. 115) Strike action becomes much more common. Of the 25 strikes by faculty unions, two happened in the 1970s, seven between 1981 and 1986 and the remaining 16 since 1987. (p. 123)

Founded in 1951, CAUT has played a central role in these conflicts. A defense fund was created in 1977 and the association has on a number of occasions censored individual universities. The author documents the changes in policy during the 1990s as CAUT has become more critical of commercialization.

Quite properly the commodification trend is housed in the history of state science and technology policy. The promotion of links between universities and industry is traced through the activities of the National Research Council, the Science Council of Canada, the Natural Sciences and Engineering Council of Canada, and more recently the Centres of Advanced Technology and the Networks of Centres of Excellence.

For the author, knowledge in the corporate university is defined as "intellectual property, a commodity to be bought and sold." (p. 155) Industry liaison offices necessarily support those parts of the university that produce knowledge with commercial value. It follows that "By 1997-98 Canadian university researchers had created 312 spin-off firms to develop and market their inventions, with equity in 42 of the firms for a total of \$17 million." (p. 158)

Fund-raising became a major activity. McGill University raised more than \$200 million in a three-year drive ending in 1996, while the University of Toronto's current campaign to raise \$400 million by 2002 is well ahead of schedule with more than \$350 million already accumulated by the summer of 1998. (p. 165)

The book ends by highlighting some of the major problems associated with commercialization. The author argues persuasively that collective bargaining is made more difficult as administrators introduce policies that encourage commercialization.

Three initiatives are described: performance indicators, technological change, and intellectual property. (pp. 181-182) At base, commercialization threatens academic freedom and will result in less access to a university education for those who cannot pay.

To illustrate the danger of substituting profit as the motive for research, Tidwell examines the recent conflict between Dr. Nancy Olivieri and her employers, namely the Toronto Hospital for Sick Children, the University of Toronto, and Apotex, a Canadian drug manufacturer.

According to Tidwell, preserving the best parts of our academic culture requires governments to commit with more resources to the concept of the "public university." Tidwell suggests three basic requirements in order to ensure universities remain centres for critical debate and independent research: institutional autonomy, academic freedom, and, tenure. (p. 191)

This is a fine book. My criticisms are minor and to some extent go beyond the author's purpose. First is a technical point. The usefulness of the text is dimin-

See COMMERCIALIZATION Page 10

Bigotry Battle in B.C. Heads to Supreme Court

TRINITY Western University is embroiled in a Supreme Court battle with the British Columbia College of Teachers (BCCT) over the college's denial of Trinity Western's application to have its teacher education program certified. The BCCT maintains Trinity's program philosophy is based on values that contradict human rights legislation and the public interest.

Trinity Western, a private religious university in Langley, B.C., insists students sign its "community standards" document. In signing it, students agree to refrain from practices that are "biblically condemned," including "use of profane language ... abortion ... and sexual sins including the viewing of pornography, premarital sex, adultery and homosexual behaviour."

In denying Trinity's application for teacher certification, BCCT argues it has the responsibility to ensure the values enshrined in the Charter of Rights and Freedoms and other human rights legislation are upheld by teachers entering the public school system. The BCCT believes education graduates of Trinity Western University might discriminate against gay and lesbian students in the classroom.

The university maintains BCCT's mandate is to determine whether or not the university's education program meets the criteria for certification, and not whether or not the institution complies with existing human rights legislation.

The British Columbia Court of Appeal in late 1998 upheld an earlier decision of the Supreme Court of British Columbia which held that the college's decision to deny Trinity's application for accreditation was outside of its jurisdiction. The argument that the B.C. courts appeared to have followed is that the College of Teachers had no authority to apply its own interpretation of constitutional or human rights law to its decision-making process on accreditation.

In December 1999 the Supreme Court of Canada agreed to grant the BCCT's application for leave to appeal the decision of the British Columbia Court of Appeal.

The issues to be decided will have implications for academic freedom, human rights principles and their application in administrative decision-making, and the correct standard of review for those types of decisions by the courts.

At issue also is whether, if the court finds BCCT acted improperly in considering human rights principles and the possible risk of discrimination, it can order it to grant Trinity's application. ■

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Des mesures budgétaires modifient la déclaration d'impôt

Suite de la PAGE 5

semblable à celui du Québec qui permet de faire une moyenne des paiements supérieurs à 3 000 \$. La différence de l'impôt payé entre les taux marginaux inférieur et supérieur sera remboursée, mais des intérêts seront exigés puisque le paiement de l'impôt a été retardé. Aucun rajustement ne sera permis dans le cas des droits de cotisations à un REER et des crédits d'impôt des années antérieures. Par contre, l'impôt provincial sera réduit. Les nouvelles dispositions s'appliqueront rétroactivement à partir de 1994. Ces modifications ne touchent pas les dispositions actuelles pour l'imposition des prestations uniformes du RPC et du RRQ.

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avant le 29 février 2000 en ce qui concerne les dispositions antérieures à 1999.

Thérapie et cours privés

Le budget de 1999 propose de permettre la déduction des frais pour les soins reçus dans un foyer de groupe ou les frais de thérapie pour les personnes demandant le crédit d'impôt pour personne handicapée, et les frais de cours privés pour les déficients intellectuels. La thérapie comprendra les traitements dispensés par des personnes ne possédant pas les qualifications si elles sont sous la supervision d'un médecin. La nécessité de cours privés doit être attestée par un médecin. De plus, les sommes versées pour des cours privés donnés aux personnes ayant une difficulté d'apprentissage ou une déficience intellectuelle qui complètent l'enseignement primaire sont également permises pour 1999.

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Le budget 1999 incite les sociétés à capital de risque de travailleurs (SCRT) à investir davantage dans les petites entreprises. Il propose aussi de permettre aux particuliers de retirer de leur REER le produit de rachat de certaines actions de sociétés à capital de risque de travailleurs immatriculées au Québec pour le verser dans un Régime d'accès à la propriété ou un Régime d'encouragement à

Voir IMPÔT à la page 10

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Harassment Decision in British Columbia Could Mean Cold Shoulder for Female Students

By SAM BLACK

THE recent decision of the B.C. Human Rights Tribunal finding Professor Donald Dutton of UBC responsible for sexual harassment shows there are officials in British Columbia who do not understand the difference between a university and a factory for handing out degrees and who equate sexual harassment with activities considered perfectly normal at some of the world's great universities.

Regrettably, the people who will be harmed most by these provincial attitudes are research students in this province — probably female students.

In my first year as a graduate at the University of Cambridge I discovered much of the instruction took the form of tutorials — one on one contact between student and instructor.

Many of these tutorials were conducted in people's homes or college bedrooms. The faculty also reckoned it was their duty to open their homes to students. Over meals, candles were burned, and wine was drunk. At Cambridge, the talk with faculty would frequently turn personal in a variety of contexts.

Like your average Canadian undergraduate, I had never seen anything like it. Students studying in Canada are lucky if they get the kind of access to faculty at any point in their careers which students at top U.K. universities routinely acquire from the moment they arrive.

But how do the English do it? For surely this intimacy must be a breeding ground for every kind of sexual harassment, intergenerational perversion, and abuse of power imaginable.

Some light may be shed on this question by another one. How many cases of sexual harassment could not be resolved amicably and were sent for external adjudication at Simon Fraser University last year? If you guessed between 20 and 100, you have lots of company. The actual figure is zero.

The English get away with deliberately fostering intimacy as part of their university culture not because they are more civilized and refined than ourselves, but because they are probably a lot like ourselves.

None of this is meant to minimize the seriousness of genuine harassment or sexual harassment. The penalties that attach to a finding of guilt should be severe. And they are. An academic found responsible for harassment suffers professional death. Even if they keep their job, a branding for harassment is a lasting stigma. In people's minds it suggests an individual in the company of gropers, grades-for-sex traders and other probates. Its reputational impact resembles a conviction for sexual assault.

The Human Rights Tribunal accuses both Dutton and the complainant Fariba Mahmoodi of being liars. How then could the tribunal establish Dutton's guilt? Simple, it found the version of events on which both parties more or less agreed was an instance of sexual harassment. The parties met twice at Dutton's home. What took place there? The tribunal seems shocked by the fact "the meetings were much lengthier than required for any of the stated academic business." [215]

In a scolding tone tribunal member Frances Gordon remarks that, "the lighting

Dans une récente décision, le tribunal des droits de la personne de la Colombie-Britannique a conclu que le professeur Dutton, de l'UBC, était responsable de harcèlement sexuel. L'auteur s'emploie à démontrer que cette décision pourrait nuire aux étudiants en recherche, en particulier les étudiantes. Il estime que des activités associées à la supervision d'une thèse notamment, pouvant se dérouler à l'extérieur du cadre universitaire, sont parfaitement normales selon les normes des grandes universités du monde. Toutefois, la décision rendue en Colombie-Britannique, ne laisse pas de marge de manœuvre aux professeurs car, par exemple, une simple rencontre où la conversation prendrait une tournure plus personnelle pourrait faire naître un soupçon de harcèlement sexuel. Il prévient qu'il ne veut pas minimiser la gravité du vrai harcèlement sexuel. Après avoir examiné les faits de cette affaire et la décision qui a été rendue, il craint que les professeurs cessent à l'avenir d'offrir un encadrement plus personnel à leurs étudiants, surtout les étudiantes, en dehors de leur bureau, de peur de se faire de harcèlement sexuel. L'auteur croit que les superviseurs ne voudront plus soutenir et conseiller les étudiants des cycles supérieurs en proie à une crise de confiance ou éprouvant des difficultés dans leur vie personnelle. En terminant, il se demande s'il sera encore possible de travailler avec des femmes sur le même pied que les hommes, ou les superviser, sans craindre de donner l'impression qu'une «relation intime» se tisse et de se faire accuser de harcèlement sexuel.

Pour lui, les femmes qui aspirent à l'excellence universitaire et à un traitement égal devraient s'inquiéter de cette tendance.

was low and that candles were burning in the living room on both evenings." [220] But the real clincher for her — "the most telling evidence" — was that Dutton at one point describes missing physical contact with his wife:

"Whether the comments were about his wife is unimportant, the very fact that he discussed with Mahmoodi his physical needs in relation to a member of the opposite sex establishes that he led the discussion into clearly personal and sexually charged areas." [226] On this basis the tribunal finds that Dutton had created a "sexualized environment."

In its view, the construction of a sexualized environment suffices for sexual harassment — provided Mahmoodi did not consent to the creation of that environment, and Dutton should have known it was unwelcome (conditions the tribunal also claims were satisfied).

The tribunal did not find Dutton made a pass at Mahmoodi, or indeed laid a finger on her. Nor did he threaten to withhold an academic advantage if she did not initiate sex. Nor did he even ask to have sex with her. Where the tribunal is concerned, you can sexually harass someone without doing any of these things. Mentioning that you miss physical contact with your wife is about all it takes, provided you meet with a student at your home, have failed to extinguish your fireplace and offer the student food.

But perhaps Dutton was merely preparing to get fresh with Mahmoodi, and this was part of the *modus operandi* of a polished Casanova? Sensibly, the tribunal does not conclude this. For at the tribunal hearing seven former students testified they had visited Dutton's home under similar circumstances without incident. These women tes-

tified, that is to say, on Dutton's behalf. By contrast, no one testified that Dutton attempted to seduce students at his home.

In its ruling, the tribunal seems to have followed the bad example set by Patricia Marchak — then dean of the faculty at arts at UBC who found Dutton responsible for professional misconduct.

Part of the grounds for Marchak's decision held that, "there was no professional or academic need to invite the student to your home: your office is the appropriate location for professional meetings with students." In her view, this "gave the student the impression that an intimate relationship was developing."

These practices are now grounds for professional censure at UBC.

The notion that there can be sexual harassment without sex, an attempt at sex, or even a request for sex is bizarre enough. But the "wrongs" identified in these decisions boggle the mind.

Having a research student to your home is academic misconduct, and grounds for suspicion of sexual harassment. Giving the impression an "intimate relationship" is developing between research student and supervisor is of the same. A failure to spend all of one's time talking about academic matters is a further infraction.

The edifice these officials are constructing is not a university. It is nothing but a factory for conferring diplomas on faceless students who have coughed up the money for tuition.

Many of the topics that preoccupied the press — the three years wait for the judgment, the standard of proof, the probative worth of the testimony — while raising legitimate issues have also missed the crux of the matter.

If sexual harassment is what the B.C. Human Rights Tribunal says it is, then there is ample evidence that Dutton is guilty as charged, and would be found guilty under any standard of proof. So would most faculty in the world's foremost universities. So would many faculty in British Columbia universities who currently take on research students.

If the matter were not of the utmost importance the parochialism evinced by both the UBC administration and the human rights tribunal would be laughable. But these judgments have the potential to wreak severe harm on the universities of this province (to say nothing of individual faculty members).

At Simon Fraser University we thought that by drawing up a sensible harassment policy and hiring a sophisticated policy coordinator, we could get on with the work of educating people. Dutton would certainly not have been found responsible under the SFU policy (just as he was not found responsible for sexual harassment under the UBC policy).

But the tribunal's ruling has shown there is nowhere to hide. They will come after you even if your home institution finds you above reproach. The university can then be held financially liable for the behavior of an employee who has committed no harassment under their policy, and compelled to dole out tax dollars to the complainant (as happened at UBC).

If the Dutton case sets a pattern for future rulings, the consequences in this province are easy to anticipate. Professors will simply pull back from their senior undergraduate and graduate students. Encounters will be restricted to the office and no conversation will stay beyond a narrow academic focus. At a stroke, many of the most important roles associated with the supervision of research students will be eliminated.

For example, supervisors will no longer provide emotional support and guidance for senior students who suffer crises of confidence or upheavals in their personal lives. Nor will supervisors offer to students whatever wisdom they have acquired on matters not related to strictly "academic business."

The individuals who will be most harmed by this deep chill are, of course, senior female research students. It is a sad effect of the tribunal's decision that it will penalize precisely the class of persons it seeks most to protect.

I am not suggesting there is no blame to be passed around in the Dutton-Mahmoodi affair. There seems to have been numerous irregularities in their dealings. But the decision and its grounds have consequences that go beyond the personalities involved. Women who aspire to academic excellence and equal treatment should be worried by this trend. ■

(Sam Black is an assistant professor of philosophy at Simon Fraser University and vice-president of the British Columbia Civil Liberties Association.)

The full text for the Dutton decision from the B.C. Human Rights Tribunal is available at www.bchrt.gov.bc.ca/mahmoodi.htm. HTML versions of Tribunal documents are not official versions.

The views expressed are those of the author and not necessarily those of CAUT. Les articles n'élèvent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

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NEWS · ACTUALITÉS

Commercialization Threatens the University's Mission

From PAGE 6

ished by the omission of an index. Second is the slight tendency by the author to idealize the past. At times he does refer to "collegial communities" and "free ideas" as if they existed historically in universities. I would want to argue that a "university without condition" has not existed and cannot be. In essence, universities must combine elements of utility and autonomy (Hindess, 1995).

Finally, I think the author ignores two of the most important influences on the shift in academic culture toward the market. The internal life of our universities with regard to vocationalism and utilitarianism has been significantly altered by the dramatic expansion and consolidation of commerce and business administration since the mid-1950s, and more recently

the inclusion and rise of computer science. ■

(Donald Fisher is with the Centre for Policy Studies in Higher Education and Training at the University of British Columbia.)

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Ned Tudiver's book, *Universities for Sale*, is available for purchase direct from the distributor. For details and order coupon see page 12 of this issue.

Des mesures budgétaires modifient la déclaration d'impôt

Suite de la PAGE 8

l'éducation permanente. Un retrait de ce genre ne sera permis qu'à la condition que des achats visant à remplacer ces actions soient faits annuellement selon les exigences de remboursement existantes. Le crédit fédéral ne sera pas récupéré. Cela est conforme aux mesures proposées par la législation québécoise. Le crédit du Québec pour les actions de sociétés à capital de risque de travailleurs ne s'applique pas aux achats faits pour remplacer ces actions.

Emigration et gains en capital

De plus, un avant-projet de loi rendu public en décembre 1998 s'applique à l'imposition de gains en capital réalisés avant le départ du Canada. La plupart des pays assujettissent ces gains à l'impôt lorsqu'une vente s'effectue selon les coûts réels. Les traités fiscaux du Canada prévoient habuellement des périodes de restriction de 5 à 10 ans. En planifiant à l'avance, il est souvent possible d'augmenter le coût des actifs avant de quitter le Canada. En respectant la période de restriction avant de vendre des biens, le Canada ne perçoit aucun impôt et le nouveau pays de résidence n'impose que les gains ultérieurs à la hausse effectuée au moment de la vente. En vertu de l'avant-projet de loi, les émigrants sont réputés avoir disposé de tous les biens protégés par un traité. La perception de l'impôt est reportée.

Toutefois, si le Canada prévoit que l'impôt excédera 25 000 \$, une garantie est nécessaire avant l'émigration.

Démutualisation des compagnies d'assurance

Deux autres dispositions d'un avant-projet de loi déposé en décembre 1998 sont entrées en vigueur en 1999. Il s'agit, d'abord, de la démutualisation des quatre grandes compagnies canadiennes d'assurance-vie qui se transforment en sociétés par actions. Il n'y a aucun gain immédiat lorsqu'un souscripteur de police reçoit les actions. Les actions sont réputées avoir été acquises sans frais. Cependant, tous les produits de la vente subéquente des actions seront imposables en tant que gains en capital. Les montants en espèces reçus pendant la démutualisation seront traités comme des dividendes imposables. Le crédit d'impôt pour dividendes s'appliquera.

Amendes administratives

Le budget de 1999 propose l'imposition d'amendes administratives aux promoteurs de plans financiers qui savent pertinemment qu'ils contiennent une fausse déclaration ou une omission pouvant être utilisée à des fins fiscales. Des amendes sont également prévues pour «avoir conseillé une fausse déclaration ou pour y avoir participé. ■

Traduit de l'article «Budgets Alter Income Tax Reporting».

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Neil Tudiver is a professor of social work at the University of Manitoba and former president and chief negotiator for the University of Manitoba Faculty Association.

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The position is subject to budgetary approval and is to commence July 1, 2000. The successful candidate must have a PhD and is expected to have a positive record of research, teaching and experience in research. Preference will be given to candidates who can make solid contributions to an undergraduate programme in Computational Mathematics and to the graduate programme, and who can strengthen existing areas of present and proposed research interests. The position will begin on January 1, 2000. Applicants should send resumes and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to Alan Dow, Chair, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3; Fax: (416) 736-5757 or (416) 736-5732; E-mail: ad@mathstat.yorku.ca; www.mathstat.yorku.ca. York is implementing a policy of employment equity. Individuals with disabilities who require accommodation in the application process are encouraged to contact the University. Aboriginal people and persons with disabilities, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointments made.

UNIVERSITY OF WATERLOO — Applied Mathematics. Applications are invited for a tenure-

track faculty position in the Department of Applied Mathematics, University of Waterloo, Ontario. The position is subject to budgetary approval and is to commence July 1, 2000. The successful candidate will have at least two years postdoctoral experience by the time of the appointment. Preference will be given to applicants whose research interests overlap one or more areas of the Department. The rank of the position, salary and rank, at the Assistant or Associate Professor level, will be commensurate with qualifications and experience. A curriculum vitae, three letters of recommendation and a proposal to be sent to Dr. Gosselin, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered until the position is filled, but it is hoped that all applications will be received by March 1, 2000. The position is subject to the availability of funds. The Department of Applied Mathematics is one of five Departments in the Faculty of Mathematics at the University of Waterloo. The Department has been a leader in research and teaching of areas including Control Theory, Dynamical Systems, Bifurcations, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also research groups in Numerical Analysis, Scientific Computing, and Mathematics in Medicine, Engineering and Science in the University. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

ARCHAEOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — The Department of Archaeology invites applications for a tenure-track position in Archaeology. The position is subject to budgetary approval and is to commence July 1, 2000. The successful candidate must have a PhD and is expected to have a positive record of research, teaching and experience in research. Preference will be given to candidates who can make solid contributions to an undergraduate programme in Computational Mathematics and to the graduate programme, and who can strengthen existing areas of present and proposed research interests. The position will begin on January 1, 2000. Applicants should send resumes and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to Alan Dow, Chair, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3; Fax: (416) 736-5757 or (416) 736-5732; E-mail: ad@mathstat.yorku.ca; www.mathstat.yorku.ca. York is implementing a policy of employment equity. Individuals with disabilities who require accommodation in the application process are encouraged to contact the University. Aboriginal people and persons with disabilities, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointments made.

Instructor Positions in Computer Science

On the edge and leading the way.
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UNIVERSITY OF CALGARY

The Computer Science Department has begun a large expansion and seeks outstanding candidates in the Instructor ranks for tenure track positions.

Candidates must possess a Master's degree or doctorate in Computer Science or a related discipline. A strong interest in teaching and course development is essential. Successful candidates will have a broad background sufficient to teach any first or second year Computer Science course in our program. While there is no research requirement at the Instructor level, successful candidates are expected to have one or more well-defined areas of prime interest in which they remain current and able to teach more senior courses.

The Department is committed to excellence in both teaching and research. It has a flourishing graduate program and extensive state-of-the-art computing facilities. Further information about the department is available at <http://www.cpsc.ucalgary.ca>.

The City of Calgary offers a very high quality of life, as well as outstanding opportunities for outdoor pursuits in the nearby Rocky Mountains.

Interested candidates should send a CV including a concise description of recently taught courses and the names and email addresses of three references to: Dr. K.O. Loose, Head, Department of Computer Science, University of Calgary, 2500 University Drive, Calgary, Alberta, Canada T2N 1N4 email: search@cpsc.ucalgary.ca

To expedite the handling of applications, candidates are requested to ask those named as references to send supporting letters to the same address. Applications will be considered as they are received and the search will be continued until all available positions are filled.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates, and encourages diversity.

www.ucalgary.ca

AD INDEX

13 ACCOUNTING	HISTORY
ANAESTHESIA	26 HISTORY & PHILOSOPHY OF SCIENCE
ANIMAL SCIENCE	HISTORY OF SCIENCE
ANTHROPOLOGY	HUMANITIES
APPLIED MATHEMATICS	INFORMATION STUDIES
ARCHAEOLOGY	INTERNAL MEDICINE
15 ART HISTORY	27 INTERNATIONAL STUDIES
ASIAN RESEARCH	JAPANESE LANGUAGE
BIOETHICS	JOURNALISM & COMMUNICATION
BIOLOGY	KINESIOLOGY
BIOMEDICAL ENGINEERING	LABOUR STUDIES
BOTANY	LANGUAGE & LINGUISTICS
BUSINESS	LAW
16 BUSINESS ADMINISTRATION	LITERARY STUDIES
CANADIAN STUDIES	LIBRARY & INFORMATION STUDIES
GEOGRAPHY	MANAGEMENT
CATHOLIC STUDIES	INFORMATION SYSTEMS
CHEMISTRY	MANAGEMENT OF TECHNOLOGY
CHEMISTRY/BIOCHEMISTRY	MATHEMATICS
17 CHEMISTRY/PHYSICS	MATHEMATICS & COMPUTER SCIENCE
CHILD & YOUTH STUDIES	29 MATHEMATICS & STATISTICS
CLASSICAL & MODERN LANGUAGES	MECHANICAL ENGINEERING
CLASSICS	MICROBIOLOGY & IMMUNOLOGY
CLINICAL PSYCHOLOGY	MODERN LANGUAGES
CLINICAL STUDIES	MUSIC
18 COMMUNICATIONS	30 NATIVE STUDIES
COMMUNICATIONS, POPULAR CULTURE & FILM	NEUROLOGY
COMMUNICATION STUDIES	NEUROPSYCHIATRY
COMMUNITY & REGIONAL PLANNING	31 NEUROSCIENCE
COMMUNITY HEALTH SCIENCE	NURSING
COMMUNITY NUTRITION	NUTRITION
COMPUTER SCIENCE	OBSTETRICS & GYNECOLOGY
CRIMINOLOGY	OPHTHALMOLOGY
DANCE	PHILOSOPHY
ODONTOLOGY	PHYSICAL EDUCATION
ECONOMICS	32 PHYSICAL EDUCATION & RECREATION STUDIES
ELECTROCHEMISTRY	PHYSICS
ENGINEERING	PHYSIOLOGY
22 ENGLISH	POLITICAL SCIENCE
23 ENGLISH LANGUAGES & LITERATURES	PSYCHIATRY
ENVIRONMENTAL BIOLOGY	PSYCHOLOGY
EPIDEMIOLOGY & BIOSTATISTICS	PSYCHOLOGY & NEUROSCIENCE
FILM STUDIES	RECREATION & LEISURE STUDIES
FINE ARTS	RELIGION
FOODS & NUTRITION	RELIGIOUS STUDIES
FORESTRY	RURAL DEVELOPMENT
24 FRANÇAIS LANGUE SECONDE	SCIENCES ADMINISTRATIVES
FRENCH	SOCIAL WORK
GEOGRAPHIC INFORMATION SYSTEMS	SOCIOCULTURAL ANTHROPOLOGY/ SOCIOLOGY
GEOGRAPHY	SOCIOLOGY
GEOGRAPHY & GEOLOGY	34 SOCIOLOGY & ANTHROPOLOGY
GEOGRAPHY & POLITICAL SCIENCE	STATISTICS
25 GEOLOGICAL SCIENCES	SUMMER SESSION THEATRE
GEOLGY	35 TRANSITIONAL YEAR PROGRAMME
GERMANIC & SLAVIC LANGUAGES & LITERATURES	VISUAL ARTS
HEALTH STUDIES & GERONTOLOGY	ZOOLOGY
	ACCOMMODATIONS

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Concordia University's Faculty of Arts and Science

Getting Ready for the 21st Century

Our Faculty of Arts and Science is continuing to rebuild its professorial ranks. We are looking for more than 50 assistant professors and lecturers to join our dynamic Faculty for limited-term appointments for the 2000/01 academic year.

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to two limited-term appointments. The ideal candidates will teach in at least two of the following areas: program planning, development and evaluation; human systems intervention; quantitative and/or qualitative research methods; leadership effectiveness; and group process theory and skills. Candidates must have a PhD in a relevant social science discipline. French proficiency is desirable. This new multi-disciplinary department includes a graduate program in Human Systems Intervention and undergraduate programs in Human Relations, Leisure Sciences, Therapeutic Recreation, Family Life Education and Community Service.

*Dr. D. Markiewicz,
Acting Chair, Department of Applied Human Sciences
markie@vax2.concordia.ca*

BIOLOGY

Our Department of Biology invites applications for up to two limited-term appointments. One position is needed to teach introductory and advanced courses in organismal biology, ecology and biostatistics. The ideal candidate must have a PhD in a relevant area. Research experience is an asset. The second position, at the rank of Lecturer, is needed to teach general and human biology at the introductory level. The ideal candidate should have a graduate degree in Biology. Applicants for both positions should have expertise in the relevant areas of biology as well as an ability to teach at the university level.

*Dr. Daphne Fairbairn,
Chair, Department of Biology
fairbairn@vax2.concordia.ca*

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one limited-term appointment to teach general chemistry and/or higher level courses in their primary area of expertise. The ideal candidate should have a PhD and a strong commitment to undergraduate education. The individual will be expected to participate in undergraduate laboratory supervision and may also be called upon to take part in curriculum development.

*Dr. J.A. Capobianco,
Chair, Department of Chemistry and Biochemistry
capo@vax2.concordia.ca*

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to two limited-term appointments to teach in one or more of the following areas: Media Production (Television, Film or Sound); News and Documentary Media; and Visual Media Studies. The ideal candidates must hold a PhD in Communication Studies or a terminal degree in a cognate field. Related teaching experience is essential. Principal responsibilities will include teaching at the BA, Graduate Diploma and MA levels.

*Dr. Martin Allor,
Chair, Department of Communication Studies
allor@vax2.concordia.ca*

ECONOMICS

Our Department of Economics invites applications for up to four limited-term appointments to teach at the undergraduate level in several of the following areas: Principles, Statistics, Micro- and Macro-economics, International, Mathematical Economics, Development, Environment and Natural Resources. Candidates must possess a completed or near-completed PhD.

*Dr. Ian Irvine,
Chair, Department of Economics
irvine@vax2.concordia.ca*

EDUCATION

Our Department of Education invites applications for up to three limited-term appointments to teach in one of the following three areas: Information Studies (including courses in information management and information policy); Educational Studies - Early Childhood and Elementary Education (including courses in the philosophy, history and politics of education, and the foundations of early childhood education), and Adult Education (including courses dealing with the concepts and principles of adult education and the competencies of adult learners). For the position in Information Studies, candidates must have a completed or near-completed PhD. A minimum of a Master's degree is needed for the other two positions.

*Dr. Ailie Cleghorn,
Acting Chair, Department of Education
ailie@vax2.concordia.ca*

ENGLISH

Our Department of English invites applications for up to four limited-term appointments, one each in the areas of English

Renaissance Literature, American Literature, Composition and Creative Writing. For the Literature positions, the ideal candidates must have expertise in the respective areas, a completed PhD, and prior teaching experience.

Candidates for the Composition position should also have administrative experience. Candidates for the Creative Writing position should be accomplished writers of prose fiction or poetry, with at least one published book and possessing successful teaching experience in Creative Writing at the university level. Candidates should have an MA in Literature or an MFA in Creative Writing, and should be prepared to teach writing workshops at the graduate and undergraduate levels, and to supervise graduate Creative Writing theses.

*Prof. Terence Byrne,
Chair, Department of English
byrne@alcor.concordia.ca*

ÉTUDES FRANÇAISES

Le Département d'Études françaises sollicite des candidatures pour trois postes éventuels, à durée déterminée. Les qualifications recherchées, selon le poste, un diplôme de deuxième ou de troisième cycle, une expérience diversifiée de l'enseignement, une aptitude au travail d'équipe et une connaissance du milieu. Les candidat(e)s auront la tâche d'enseigner des cours dans les programmes de premier cycle, de travailler en équipe et de participer, de façon ponctuelle, à l'administration des programmes.

Deux postes au rang de chargé d'enseignement ou de professeur adjoint en enseignement en français langue seconde ayant un intérêt pour les multimédias. Un poste au rang de professeur adjoint en traduction, spécialiste de terminologie et pouvant enseigner la traduction générale.

*Madame Lucie Leguin,
Directrice du département d'Études françaises
leguin@vax2.concordia.ca*

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for up to two limited-term appointments to teach seminars in Western Civilization and Culture in the College's multi-disciplinary Great Books core curriculum. The ideal candidates, rooted in a specific discipline, must be competent to teach in the areas of history, philosophy, literature, religion, and political theory; science would be an additional strength. Candidates should have a completed or very-near-completed PhD.

dates must have a relevant degree (preferably a PhD), as well as teaching experience at the university level.

*Dr. Robert D. Kilgour,
Chair, Department of Exercise Science
kilgour@vax2.concordia.ca*

*Dr. Geoffrey C. Fidler,
Principal,
Liberal Arts College
fidler@vax2.concordia.ca*

MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to four limited-term appointments to teach at the undergraduate and graduate levels. Two positions are in the area of Applied Mathematics (with a concentration in numerical analysis and optimization). One position is in Urban Studies. Candidates should be prepared to teach laboratory courses in urban design as well as other courses in Urban Studies. Candidates must have a Master's degree or higher and should have relevant professional experience. The other two positions are in the areas of Physical Geography and Human Geography.

Candidates will be expected to teach a variety of courses, including large introductory classes. Applicants should have a PhD.

*Prof. David Frost,
Acting Chair, Department of Mathematics and Statistics
dfrost@vax2.concordia.ca*

GEOGRAPHY

*Dr. June Chaikelson,
Chair, Department of Psychology
chaik@vax2.concordia.ca*

RELIGION

Our Department of Religion invites applications for up to two limited-term appointments. The first position is in the area of Judaic Studies. The ideal candidate should hold a PhD in Judaic Studies or Religion as well as expertise in the history of Judaism, with the appropriate language skills. Prior teaching experience is required. The ability to teach in the area of Christianity or other religions, and familiarity with the comparative study of religions, will be considered assets.

*Dr. J. Hillel,
Chair, Department of Mathematics and Statistics
jhille@vax2.concordia.ca*

PHILOSOPHY

Our Department of Philosophy invites applications for one limited-term appointment to teach either in the area of philosophy of mind or in the recent philosophy of language. The individual may also be asked to teach additional courses in logic, epistemology and the philosophy of science. Candidates must have a PhD.

*Dr. V. Zeman,
Acting Chair, Department of Philosophy
zeman@vax2.concordia.ca*

JOURNALISM

Our Department of Journalism invites applications for up to three limited-term appointments.

The ideal candidates should have an MA or equivalent experience in Journalism or a related field and should be prepared to teach in one of the three following areas: Computer-Assisted Journalism (including courses in Desk Top Publishing, Web site design and Electronic Magazine Publishing); Print Journalism (including courses in Print Reporting Methods, Feature Writing, Copy Editing and Magazine Writing); and Broadcast Journalism (including courses in Radio News, Television News, Ethics and Broadcast Public Affairs).

*Prof. Ross Perigo,
Acting Chair, Department of Journalism
perigo@vax2.concordia.ca*

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to five limited-term appointments to teach introductory Political Science courses, including Introduction to Political Theory and Introduction to Canadian Government and Politics.

More senior undergraduate courses which might be available include Chinese and Japanese Politics, American Foreign Policy and Global Governance.

Candidates will be expected to have a completed PhD; teaching and research experience would be an asset.

*Dr. Reeta C. Tremblay,
Chair, Department of Political Science
reeta@vax2.concordia.ca*

LITERARY ARTS

Our Liberal Arts College invites applications for up to two limited-term appointments to teach seminars in Western

Civilization and Culture in the College's multi-disciplinary Great Books core curriculum. The ideal candidates, rooted in a specific discipline, must be competent to teach in the areas of history, philosophy, literature, religion, and political theory; science would be an additional strength. Candidates should have a completed or very-

near-completed PhD.

*Dr. Catherine Valjeo,
Chair, Department of Classics, Modern Languages and Linguistics
valjeo@alcor.concordia.ca*

PSYCHOLOGY

Our Department of Psychology invites applications for up to six limited-term appointments. The ideal candidates should possess a PhD or equivalent and must be prepared to teach undergraduate

courses in one or more of

the following areas: intro-

ductory psychology, social

psychology, personality,

developmental psychology,

learning, motivation and

statistics.

*Dr. Pamela Bright,
Chair, Department of Psychological Studies
bright@alcor.concordia.ca*

the following areas: introductory psychology, social psychology, personality, developmental psychology, learning, motivation and statistics.

*Dr. June Chaikelson,
Chair, Department of Psychology
chaik@vax2.concordia.ca*

SOCIOLOGY AND ANTHROPOLOGY

Our Department of Sociology and Anthropology invites applications for up to four limited-term appointments in one or more of the following areas: contemporary theory; social inclusion/exclusion; subjectivity and socialization; culture and representation; and social movements. The ideal candidates should have a PhD; a working knowledge of French is an asset.

*Dr. Anthony Synott,
Chair, Department of Sociology and Anthropology
synott@vax2.concordia.ca*

TESL CENTRE

Our Centre for Teaching of English as a Second Language (TESL) invites applications for one limited-term appointment, at the rank of lecturer, in TESL/Applied Linguistics.

The ideal candidate must have recent experience in student-teacher supervision and ESL teaching methods, as well as training and/or professional experience in at least two of the following areas: language assessment; bilingualism and sociolinguistics; and English grammar and phonology. We are seeking someone with a strong ESL/TESL background relevant to all aspects of the initial training of teachers primarily for the Quebec school system.

Candidates must have a relevant master's degree, as well as an excellent command of English and proficiency in French.

*Dr. Leslie Orr,
Chair, Department of Religion
orr@vax2.concordia.ca*

SPANISH

Our Department of Classics, Modern Languages and Linguistics invites applications for up to three limited-term appointments in Spanish, at the rank of Lecturer.

The ideal candidates must possess an MA in Hispanic Studies or a related discipline, and native or near-native fluency in Spanish and English, as well as excellence in teaching at the university level.

Teaching responsibilities may include the Spanish language (including advanced and specialized courses) and general Peninsula and Spanish-American literature and civilization courses.

*Dr. Catherine Valjeo,
Chair, Department of Classics, Modern Languages and Linguistics
valjeo@alcor.concordia.ca*

THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for up to two limited-term appointments.

The first position is to direct our Certificate in Pastoral Caregiving program, which combines Foundational Theology and Pastoral Ministry. The successful candidate must have a PhD and a strong teaching record in foundational courses in theology. The second position is in Ethics and involves teaching at the undergraduate and graduate levels as well as leading a graduate seminar in Longueuil.

Teaching responsibilities may include the Spanish language (including advanced and specialized courses) and general Peninsula and Spanish-American literature and civilization courses.

*Dr. Pamela Bright,
Chair, Department of Psychological Studies
bright@alcor.concordia.ca*

SOCIOLOGY AND ANTHROPOLOGY

Our Department of Sociology and Anthropology invites appli-

The above positions are all limited-term appointments. Hiring is subject to budgetary approval. These positions are normally at the rank of Assistant Professor, unless otherwise specified. These are nine-and-a-half month appointments, beginning August 15, 2000 and ending May 31, 2001. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of intent; a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Please forward all applications to the Department contact listed above by March 15, 2000. In accordance with immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, all applicants are welcome to apply. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone: 514-398-2081. E-mail: msinger@vax2.concordia.ca

Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, QC H3G 1M8 Internet: artsandscience.concordia.ca

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CAREERS SECTION - SECTION DES CARRIÈRES

CHEMISTRY/PHYSICS

MOUNT SAINT VINCENT UNIVERSITY — Department of Chemistry/Physics. Applications are invited for a tenure-track position at the rank of Assistant Professor beginning September 1, 2000. The position is for a probationary (tenure track) appointment at the beginning Assistant Professor level commencing September 1, 2000. Applicants should possess a PhD in Chemistry with specialization in Analytical Chemistry, and should have at least several courses in the theory level in Physics. The successful candidate will be expected to teach a full course in first-year general chemistry, a half course in introductory analytical chemistry plus laboratory, and a first year course in organic chemistry. Contact hours per week: Salary and benefits in accordance with the Mount Saint Vincent Collective Agreement; appointment is subject to final budgetary approval. Applications, accompanied by three names of referees, should be sent to: Dr. Susan Boyd, Chair, Department of Chemistry/Physics, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6, or E-mail Susan.Boyd@msv.ca. Applications should be submitted to the Mount Saint Vincent Collective Agreement committee prior to the education of women. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from women and men, including Aboriginal persons, visible minorities, persons with disabilities, and persons of diverse needs. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are requested immediately but will be accepted until the position is filled.

CHILD & YOUTH STUDIES

BROCK UNIVERSITY — The Department of Child and Youth Studies at Brock University invites applications for a probationary (tenure track) appointment at the rank of Assistant Professor, effective July 1, 2000. The position is subject to final budgetary approval. Applications for a Ph.D. in a relevant social science discipline are required together with evidence of successful teaching experience, research potential and expertise in the area of children and youth with exceptional (diverse) needs. In addition to undergraduate teaching and supervision of individual

students, the successful candidate will be expected to develop a strong program of independent research and scholarly activities and to participate in the affairs of the department. Applicants should submit by February 28, 2000 a letter of application, current curriculum vitae, and three letters of publication to Dr. Christine Blab, Chair, Department of Child and Youth Studies, Brock University, St. Catharines, Ontario, Canada, L2S 3A1, or E-mail: blab@brocku.ca. Applications should be sent to Professor Blab by the stated deadline. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to reducing gender imbalance in faculty. Qualified men candidates are especially encouraged to apply. More information on Brock University can be found on the University's website: www.brocku.ca.

CLASSICAL & MODERN LANGUAGES

BRANDON UNIVERSITY — The Department of German and Modern Languages at Brandon University invites applications for a one-year term appointment at the rank of Lecturer. The successful candidate must be able to teach introductory German and intermediate French at all levels. Duties include: teaching, research, and administrative. The salary deposit plus an ex-service. Salary Range: \$34,239 to \$44,122. Effective Date of Appointment: August 1, 2000. Closing Date for Applications: March 1, 2000 or until position is filled. Applicants should send their application to: Dr. Michaela Frisch, Department of German and Modern Languages, Brandon University, Brandon, Manitoba, Canada, R7A 6A9; Fax: (204) 726-4726; email: Murray@brandon.ca. Applications should be submitted to the University with Canadian Immigration Requirements, the advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

CLINICAL PSYCHOLOGY

with Canadian immigration requirements, priority of consideration will be given to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer.

CLINICAL PSYCHOLOGY

UNIVERSITY OF MANITOBA — The Department of Clinical Health Psychology in the Faculty of Nursing and the Department of Psychology invites applications for a continuing, non-tenure track position at the rank of Assistant or Associate Professor. Applicants must have a DVM or equivalent degree and be eligible for licensure to practice in the Province of Manitoba, and should be a diplomate of the American College of Veterinary Surgeons or eligible for that certification examination. Preference will be given to candidates with an advanced degree, and demonstrated research and teaching experience. The successful candidate will be expected to conduct research in teams in a variety of community health and mental health programmes of Dauphin Regional Health Centre and the Parkland Regional Health Authority. Clinical research, teaching, and supervision of graduate and undergraduate students and supervision of clinical and research interns and residents in our CPA and APA accredited internship programme are also expected. The starting salary is \$53,000 per year, plus benefits. Applications will be evaluated with equalization and experience. Candidates must have a Ph.D. in Clinical Psychology, a CPA and/or APA accredited internship, have completed a CPA and/or APA accredited internship, must be eligible for licensure to practice in the Province of Manitoba, and must undergo pre-employment criminal records and child abuse registry checks. The University encourages applications from qualified women and men, members of visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications will be March 31, 2000. Interested applicants should send a letter of application, curriculum vitae, and the names and addresses of three referees familiar with their work to: Dr. John Arnett, Professor and Head, Department of Clinical Health Psychology, Faculty of Medicine, University of Manitoba, 2250, 771 Barnabie Avenue, Winnipeg, Manitoba R3E 3N4.

CLINICAL STUDIES

UNIVERSITY OF GUELPH — Small Animal Surgery. The Department of Clinical Studies, Ontario Veterinary College, invites applications to fill a tenure-track faculty position in Small Animal Surgery at the rank of Assistant or Associate Professor. Applicants must have a DVM or equivalent degree and be eligible for licensure to practice in the Province of Ontario, and should be a diplomate of the American College of Veterinary Surgeons or eligible for that certification examination. Preference will be given to candidates with an advanced degree, and demonstrated research and teaching experience. The successful candidate will be expected to conduct research in teams in a variety of clinical settings and downtown universities are set in a picturesque natural setting at the junction of the Speed and Farnham Rivers. The region's parks and playgrounds offer numerous opportunities for outdoor activities. Guelph is also known for its rich architectural and cultural life, including its music festival, theatres, art galleries, and restaurants. For more information of interest, refer to the further information on Guelph's website: www.vet.queensu.ca/homepage.html or progressive programs in undergraduate and postgraduate veterinary medicine. Applications for tenure-track positions are supported by several granting agencies and the opportunity for collaboration with three medical schools. The collegial atmosphere in the Department of Clinical Studies is an important part of the University's mission in a variety of disciplinary areas. Faculty are viewed as our most important resource. In accordance with Canadian immigration requirements, this advertisement

Department of Physics University of Toronto



The Teck Chair in Exploration Geophysics

The Department of Physics at the University of Toronto plans to make an appointment in its Planetary Physics group to fill the Teck Chair in Exploration Geophysics by 1st July 2000. The Chair newly endowed by the Teck Corporation, will enhance a long-standing tradition of excellence in pure and applied geophysical research in the Faculty of Arts and Science. An additional faculty position in applied geophysics will be filled in 2001.

Toronto is a centre of activity for international geophysical exploration, and many companies specialising in exploration technology are located in the area. The Teck Chair will be expected to take advantage of industry and industry-focused governmental research funding to establish and lead a vigorous programme of research and graduate study in the field of exploration geophysics. He or she will also be expected to enhance the Department's links with the Department of Geology and the Lassonde programme in the Faculty of Applied Sciences and Engineering.

The successful candidate will have a Ph.D. in geophysics or related discipline and a demonstrated record of excellence in research applied to mineral and/or petroleum exploration. The current research activities of other members of the geophysics group are described on our web site at www.physics.utoronto.ca.

Applications are invited from individuals in mid-career having an international standing and reputation. Applications, including a curriculum vitae and a summary of current and proposed research should be sent to:

Professor Pekka Sinervo, Chair
Department of Physics
University of Toronto
60 St. George Street
Toronto, Ontario M5S 1A7
Canada

In addition, the applicant should arrange to have at least three letters of reference sent to the above address. Deadline for the receipt of applications and letters of recommendation is 29 February 2000.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons, and persons with disabilities.

HEAD, DIVISION OF NEUROLOGY DEPARTMENT OF MEDICINE THE UNIVERSITY OF BRITISH COLUMBIA

The University of British Columbia invites applications for an academic position as Head of the Division of Neurology, Department of Medicine. The selected candidate will be dynamic, innovative, and energetic with a distinguished record in research, teaching, administration and coordination of delivery of care.

The successful candidate will have an FRCPC or equivalent in Neurology and will have a strong academic background with solid administrative experience.

Salary and rank will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

This is a full-time, grant tenure-track position beginning July 1, 2000. Please submit a letter of application, CV and names and addresses of at least 3 referees no later than February 29, 2000 to:

Dr. G. B. J. Mancini
Eric W. Hamber Professor and Head
Department of Medicine
University of British Columbia
Vancouver Hospital Health Sciences Center
910 West 10th Ave.
Vancouver, B.C. V5Z 4E3



UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

The Faculty of Science, Applied Science and Engineering

University of New Brunswick in Saint John

One of the most innovative and entrepreneurial universities in Canada is seeking a number of dynamic academics. The University of New Brunswick in Saint John (UNBSJ) has built an international reputation for high quality education in arts, business, health sciences and the sciences. UNBSJ's practical size (approximately 3500 students) allows for an excellent student-to-professor ratio, a dynamic multi-disciplinary approach, and ample opportunity for student involvement in campus and community endeavours. Combining both an international scope

and a community focus, UNBSJ's faculty are dedicated to education, research and learning.

The City of Saint John is a small historic city located in a province with lifestyle advantages including ocean beaches, whale watching, boating, hiking, skiing, snowmobiling, and many festivals.

UNBSJ's Faculty of Science, Applied Science and Engineering (SASE) offers programs at the graduate and undergraduate levels in biology and marine biology, data analysis and computer science, engineering, health sciences, mathematics and statistics, nursing, psychology and bio-psychology, and the physical sciences. The faculty is currently seeking candidates in the following areas:

COMPUTER SCIENCE

Applications are invited for two tenure-track positions in Computer Science at the rank of Assistant Professor beginning July 1, 2000. The positions are subject to final budgetary approval. The Department currently offers a four-year degree program in Data Analysis with majors in several areas, including computer science. Candidates should enjoy teaching, have strong potential in research, and either hold a PhD degree in Computer Science or be nearing completion of this degree. Responsibilities include teaching and research. The Department is developing a Computer Science degree program with two areas of specialization: software development/technology and process and high-performance scientific computing. The Department has strength in the software process area of software development and invites applications from other areas of software development. To complement Department strength in the area of scientific computing, applications are invited from candidates whose area of specialization includes numerical visualization and high performance computation. Other areas complementing the degree will be reviewed as well. Limited term positions may be offered in some circumstances.

DEADLINE for applications is February 16, 2000.

STATISTICS

The Department of Mathematics, Statistics and Computer Science invites applications for a tenure-track position in Statistics at the Assistant Professor level, effective July 1, 2000. The position is subject to final budgetary approval. The Department currently offers a Bachelor of Science in Data Analysis and a major in Statistics. The successful candidate must have a Ph.D. degree in Statistics or Biostatistics. Postdoctoral experience would be an asset. The candidate will be expected to demonstrate excellence in research and teaching, and a capacity for exercising leadership in the development of Biostatistics offerings to complement other health science degrees on the campus and at a teaching hospital adjacent to the University. Applicants must submit a curriculum vitae, copies of up to three recent publications, a concise statement of present and projected research and teaching interests, and the names and addresses of three referees.

DEADLINE for applications is February 16, 2000.

Applicants for any of these positions should send a letter of application, curriculum vitae, and the names and addresses of three referees to:

Dr. Keith DeBell,
Dean, Faculty of Science, Applied Science & Engineering
University of New Brunswick
PO Box 5450
Saint John, NB Canada E2L 4L5
Fax (506) 648-5656 E-mail: sci-eng@unbsj.ca

CHAIR, NURSING DEPARTMENT

Applications are invited for this three-year appointment, to commence no later than 1 July 2000. The position holds tenured status at an academic rank that reflects the experience of the successful applicant.

The Department of Nursing offers programs leading to a Bachelor of Nursing for basic and post diploma students. Curriculum is developed and is refined in collaboration with the Faculty of Nursing at University of New Brunswick Fredericton (UNBF). The UNBF/UNBSJ undergraduate nursing programs received a 7-year Canadian Association University Schools of Nursing (CAUSN) accreditation in 1998. Opportunities exist for involvement in the graduate nursing program and certificate programs offered in co-operation with UNBF. Currently, UNBSJ undergraduate programs are offered on site, and graduate and certificate programs are offered through distance learning technologies.

The successful candidate is expected to:

- provide dynamic and visionary academic leadership
- manage financial and human resources
- maintain and enhance community nursing partnerships, and develop national and international nursing networks
- teach undergraduate and graduate courses
- mentor faculty scholars in developing programs of research

The ideal candidate should have the following qualifications:

- A Masters degree in Nursing; a PhD in Nursing or a related discipline (completed or in progress) is preferred
- Demonstrated abilities in leadership, administration, resource management, and interpersonal relationships
- Demonstrated commitment to excellence in teaching, research, and practice
- Demonstrated nursing scholarship and contribution to nursing science through research and publications

Review of applications begins on February 21, 2000.

This position is subject to final budgetary approval.

Applicants must be eligible for registration with the Nurses Association of New Brunswick.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

CAREERS SECTION • SECTION DES CARRIÈRES

discipline. Masters of Arts in Children's Literature. A joint degree with Education in teacher-education and a doctoral program are under consideration. For additional information visit our Web site at <http://www.ualberta.ca/arts/careers/> where further details about this position are also posted. The closing date for applications is January 31, 2000 or until a suitable candidate is found. Hold a preliminary interview with participating candidates at the ALSE conference in San Antonio, Texas, in January 2000. Application materials should include a cover letter establishing qualifications, a copy of the candidate's line of a candidate's proposed research agenda and statement on philosophy of teaching: a complete curriculum vitae, and the names and contact information, including email address, of three references. Send applications to: Prof. Lynn Lighthill, c/o: Prof. Lynn Lighthill, c/o: School of Library, Archival and Information Studies, The University of British Columbia, 831 West Mall, Vancouver, BC V6T 1Z2, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

LIPID MOLECULAR BIOLOGY

UNIVERSITY OF ALBERTA — Postdoctoral and Graduate Student Positions, MRC Group on Molecular and Cell Biology of Lipids. Applicants are invited to join the cell biology and molecular program that operates in a highly interactive environment on excellent facilities. Experimental approaches include generation of transgenic and knockout mice, analysis of gene expression, expression of recombinant genes in cell culture and high-throughput studies in mammalian systems. Research areas of focus are: LXR-mediated molecular mechanisms regulating bile acid metabolism; Gordon Francis — cellular cholesterol efflux; HSL gene — cellular cholesterol efflux; HSL gene — transmembrane protein regulation of glycerolipid metabolism; Jean Vanon — regulation of lipid synthesis and intracellular trafficking. Applications should send a curriculum vitae with a list of publications, a copy of a representative paper, a statement of research interests, a copy of a candidate's proposed research agenda and statement on philosophy of teaching: a complete curriculum vitae, and the names and contact information, including email address, of three references. Send applications to: Prof. Lynn Lighthill, c/o: Prof. Lynn Lighthill, c/o: School of Library, Archival and Information Studies, The University of British Columbia, 831 West Mall, Vancouver, BC V6T 1Z2, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.



Music Position in Voice

On the edge and leading the way.
The University of Calgary is a contemporary university that builds a spirit of diversity and inquiry while delivering a dynamic life and quality learning experience.

The Department of Music invites applications for a tenure-track position in **Voice** to begin in July 2000. The appointment will be made at the Assistant Professor rank. We are looking for a dynamic teacher and performer (soprano or alto voice type) with experience in one or more of the following:

- conducting a choral ensemble
- teaching of voice/choral pedagogy in a studio and classroom situation
- expertise in early music or new music
- coaching of an opera workshop or opera in concert

The applicant should have a OMA in an appropriate specialty or its equivalent in hand by July 2000. The primary teaching responsibility will be studio teaching from the undergraduate through master's level with additional teaching according to the department's need and the candidate's expertise. The successful candidate will be expected to maintain a strong performing presence, including solo and collaborative performing within the Department. All academic staff are expected to participate in graduate supervision and departmental committee work.

The closing date is February 21, 2000. Interested applicants are requested to send a detailed curriculum vitae, a performance tape and arrange for three letters of recommendation to be sent to: Professor Malcolm V. Edwards, Chair, Voice Search Committee, Department of Music, University of Calgary, 2500 University Dr. N.W., Calgary, AB T2N 1N4.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

THE UNIVERSITY OF WESTERN ONTARIO SCHOOL OF PHYSICAL THERAPY Faculty of Health Sciences

Applications or nominations are invited for the position of Director, School of Physical Therapy, Faculty of Health Sciences. The successful candidate must hold a Ph.D., be eligible for appointment at the rank of Associate Professor or Professor, eligible to practice as a Physiotherapist in Ontario and have a demonstrated commitment to quality teaching and a strong research record. The selected candidate is expected to show leadership in teaching and research, while creating new dimensions to the activities of the School.

Physical Therapy at The University of Western Ontario began as a degree program in 1967, and is now one of 5 Schools in the Faculty of Health Sciences, along with Communication Sciences and Disorders, Kinesiology, Nursing and Occupational Therapy. Currently, the School offers a B.Sc. in Physical Therapy. Work is underway to replace the 3-year B.Sc. with a 2-year entry-level Master of Physical Therapy Program. Graduate students can pursue advanced degrees including a thesis-based Master of Science in Physical Therapy and a newly implemented interdisciplinary Ph.D. in Rehabilitation Science. The School's faculty engage in a wide range of basic and applied research in the areas of cardiopulmonary mechanics and physical therapy techniques, mechanisms underlying electrophysiological agents, soft tissue healing, musculoskeletal assessment, motor control, postural control following stroke, pediatric and geriatric rehabilitation, and clinical education and evaluation (more information is available at our website: <http://www.uwo.ca/fhs/>).

The effective date of the appointment is July 1, 2000 and is normally for a three to five-year term, renewable. Nominations and applications, together with an updated curriculum vitae and names of three academic referees, should be sent to:

Dr. A.N. Belcastro, Dean
Faculty of Health Sciences
Health Sciences Addition, Room H125
The University of Western Ontario
London, Ontario, Canada N6A 5C1

The deadline for receipt of applications is February 29, 2000.

Postions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, visible minorities, aboriginal persons and persons with disabilities.

ity of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MANAGEMENT

SAINT MARY'S UNIVERSITY — The Department of Management Sciences is seeking to hire a tenure-track faculty member for the 2000-2001 academic semester. The Department requires the following qualifications and experience: Position Description: Part-Time Instructor. Required: 1. A record of professional teaching in the topic area at the university level; 2. The ability to teach the following courses in the topic area: Business Statistics, Management, and Economics. Applications should be submitted to: Prof. Richard E. Evans, 2000 Main Street, University of Alberta, Edmonton, Alberta, Canada T6G 2Z2. E-mail: jean@ualberta.ca. The University of Alberta is an equal opportunity employer. This advertisement is directed to Canadian citizens and permanent residents. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). We encourage all qualified persons to apply.

2581, fax: (416) 667-3524. Application deadline: February 15, 2000. The search will nevertheless continue until the positions are filled. In accordance with Canadian immigration and employment requirements, priority will be given to Canadian citizens and permanent residents of Canada. Saint Mary's University is committed to employment equity and encourages applications from women, Aboriginal peoples, persons with disabilities, and members of visible minorities.

MANAGEMENT OF TECHNOLOGY

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering at Waterloo invites outstanding individuals for a tenure-track appointment at the Assistant or Associate Professor level in Management of Technology, commencing between January 1 and September 1, 2000. Applications should be submitted to: Prof. Richard E. Evans, 2000 Main Street, University of Alberta, Edmonton, Alberta, Canada T6G 2Z2. E-mail: jean@ualberta.ca. The University of Waterloo — integrating liberal arts and science, engineering and business technology — is one of the world's leading universities. The department is a dynamic, interdisciplinary program with a tradition of excellence in teaching, research and graduate supervision in engineering management, technology and innovation management, operations and economics of technological change. Applications can be submitted electronically at <http://www.ualberta.ca/arts/management/tech.html>, and by fax to (403) 220-6200, or by mail to Prof. Richard E. Evans, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1 (e-mail: jean@ualberta.ca; fax: 519-846-7523).

MATHEMATICS

BRUNSWICK UNIVERSITY — Department of

Decision Sciences and Management Information Systems (OS/MSM)

Invites applications for four tenure-track and visiting positions in Management Information Systems at the assistant and associate professor levels. Qualifications at the assistant professor level include: a Ph.D. with evidence of strong research and teaching potential. At the associate professor level, an established research record is essential. Tenure-track positions commence on June 1, 2000 (or a subsequent date). The visiting positions will commence as of August 15, 2000. The specific areas of expertise sought are Business Data Communications, Database Management, Information Systems Analysis/Design and Electronic Commerce. However, applications from candidates who fully demonstrate competence in other areas of MIS will also be considered. Salary is commensurate with credentials. The Department of OS/MSM houses the disciplines of MIS, Operations Management and Statistics. These are currently three faculty members, including MIS, OS & MIS, and Statistics. The department contributes to the Faculty of Commerce and Administration (FCFA). FCFA was accredited in 1997 by the American Association of Collegiate Schools of Business (AACSB). The faculty of OS/MSM has been granted tenure by the University of Brunswick, as well as being accredited by AACSB. The standard teaching load in the Faculty is four courses per academic year and the Department provides an excellent environment for teaching and research. For more information contact Dr. Michael J. Hirsch, Chair, Department of OS/MSM. Applications should be submitted to: Dr. Michael J. Hirsch, Chair, Department of Decision Sciences and MIS, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8, or e-mail: chirsd@csis.concordia.ca (ext: 514-848-

3581) fax: (514) 848-3524. Application deadline: February 15, 2000. The search will nevertheless continue until the positions are filled. In accordance with Canadian immigration and employment requirements, priority will be given to Canadian citizens and permanent residents of Canada. Saint Mary's University is committed to employment equity and encourages applications from all qualified individuals including women, Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF CAPE BRETON — Mathematics

Mathematics. Please quote reference number MATH9122 on all correspondence. The Department of Mathematics and Statistics in the School of Science and Technology at the University of Cape Breton invites applications for a tenure-track Mathematics position at the rank of Assistant Professor to begin July 1, 2000. This position is part of a multi-million dollar research project at the University of Cape Breton (UCB) established more than two decades ago as Canada's first university college — integrating liberal arts and science, engineering and business technology — is one of the world's leading universities. The department is a dynamic, interdisciplinary program. The newly expanded campus is situated on Cape Breton Island, Nova Scotia's tourism centerpiece and home to rich Celtic, Mi'kmaq and Acadian heritage. Small town atmosphere, friendly people, and a low cost of living make UCB an ideal place to live and work. The university's commitment and involvement in the community enhance UCB's position as an international leader in post-secondary education. Candidates must possess, by date of appointment, a PhD in mathematics or a closely related discipline, and demonstrate teaching, research, and publication experience. The University of Cape Breton is an equal opportunity employer. Applications should be sent to: Prof. Richard E. Evans, 2000 Main Street, University of Alberta, Edmonton, Alberta, Canada T6G 2Z2. E-mail: jean@ualberta.ca.

UNIVERSITY OF CAPE BRETON — The department of mathematics and d'information de l'Université de Cap-Breton invite des candidatures

pour une poste menant à la permanence au rang d'assistant professeur (équivalent à l'assistant professor) à l'Université de Cap-Breton. Les candidats doivent détenir un doctorat en mathématiques et posséder une expérience ou des capacités en recherche. Les candidats sont encouragés à soumettre leur curriculum vitae et leur expérience de recherche, leur diplôme et leur diplôme de baccalauréat. Les candidats doivent fournir à l'Université de Cap-Breton une copie de leur curriculum vitae et leurs trois lettres de référence à leur demande.

UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization at the University of Waterloo invites applications for a tenure-track faculty position at the rank of Assistant Professor. Applications should be submitted to: Prof. Richard E. Evans, 2000 Main Street, University of Waterloo, Waterloo, Ontario, N2L 3G1 (e-mail: jean@ualberta.ca; fax: 519-846-7523).

UNIVERSITY OF WATERLOO — Le département de combinatoires et d'optimisation de l'Université de Waterloo invite des candidatures

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Memoir Provides Glimpse into University Establishment

Conscience & History: A Memoir

Kenneth McNaught, Toronto: University of Toronto Press, 1999, 202 pp.; cloth \$30 ca.

By BILL BRUNEAU

THE Canadian Forum recently published several pages of Ken McNaught's *Conscience and History*, mostly to do with the Harry Crowe case at Winnipeg's United College in 1958. McNaught's writing tempted me to a local book emporium. After an hour or so compulsively reading the book in the store, I gave in, and bought it. I have no regrets, and recommend the work to *Bulletin* readers.

The memoir was incomplete at McNaught's death in 1997, and was prepared for publication by J.L. Granatstein and Michael Bliss. At book's end, mid-sentence on page 193, the reader is surprised and frustrated — for after nearly 200 pages, one has been drawn into a whole social and academic world. We know its general features, but find its particulars are utterly foreign, just a generation later.

Everywhere McNaught reveals his preferences and ideas of the world. The social democrat, the father and husband, the historian, the teacher, and the ambitious academic — all make their appearances. We come to know what an academic salary could buy in the 1950s and 1960s, what it was like to feed and educate kids in the period, what Beverley (McNaught's wife) thought about him, and why his summer vacations meant the renting of a "cottage," a feature of life no longer possible for many academics.

But then most of what McNaught experienced is impossible in 2000. The city and the University of Toronto may still claim imperial status, but not many Canadians pay attention these days.

McNaught came from a family whose paternal ancestors did well in the jewellery business and investments. McNaught's own father, Carl, was the fifth of five sons. Carl graduated from the University of Toronto in 1911 and worked as an advertising executive until retirement. But Carl's inclinations ran counter to those of the family. Carl was firmly in the camp of the social democrats, even though he sent young Ken to Upper Canada College.

Ken McNaught was as interested in, and as committed to the CCF as his dad. It's at least remarkable that Ken could maintain a social democratic outlook at Upper Canada College. Mind you, it helped that his friends at school included Geoff Ridout (later an important Canadian composer and musician), that one of his history teachers was Nicky Ignatoff, that a frequent visitor at home was J.S. Woodsworth, and that nearly the entire editorial history of the *Canadian Forum* in the 1930s was played out in endless committee meetings in the McNaught living room on Blythwood Road.

Ken McNaught attended the University of Toronto, like his dad before him, in 1937. He studied with Charles Cochrane, Harold Innis, C.B. Macpherson, D.G. Creighton, Edgar McInnis, and Frank Underhill (who had been a student with his father), altogether a who's who of Canadian social science before 1950. After war service, McNaught was back in the U of T history department where graduate student colleagues included John Cairns (later a dozen of European history in Canada), Roger Graham (the biographer of Arthur Meighen), and Stewart Reid (the first executive secretary of CAUT).

How tiny a world the Canadian university was in 1947. As McNaught headed out to teach history at United College in Winnipeg, he already knew his close connections with the English-Canadian, male, Toronto-dominated academic elite would help him return to the U of T as a professor.

First he must pay his dues. There was a PhD thesis to finish — a biography of J.S. Woodsworth, published in 1959. There were articles to write, many on

Canadian-American relations, and books, including his well-known Pelican History of Canada. As McNaught writes, "Arthur Lower's constant admonition, 'publish or perish,' I had always taken seriously." (p. 136)

In 1947, there was as yet no place for McNaught in the Toronto history department, and United was the answer. McNaught gives a believable treatment of the history of the College in the period 1947-1958, wars and all. I was struck not only by his assessment of the College's ties to the United Church, and their consequences — but also by his discussion of relations between the College and the University of Manitoba, just across town. McNaught accidentally, but usefully suggests some of the motives for the subsequent political and educational histories of the University of Winnipeg (which United College became) *vis-à-vis* the University of Manitoba.

The 30-page discussion of the Crowe case (pp. 101-130) is possibly the most readable I have seen. CAUT's commission of inquiry (Fowke-Laskin, 1958) into the case was, of course, a defining moment of the organization's history. Here is McNaught on the CAUT executive council meeting in Toronto (King Edward Hotel, Nov. 22-23, 1959) deciding what to do with the Fowke-Laskin report:

"The last time I had been in that hotel had been for a 'tea dance' in the Oak Room while I was still at Upper Canada College, when my chief concern was to behave correctly to my hostess and pay attention to the rhythm of Stanley St. John's great little orchestra. I remember Stan's accepting a request to play my favourite dance tune, 'In the Mood.' Would the council members be as obliging?" (p. 124)

As we know, the council was indeed obliging. In the end, the Crowe affair led to 15 resignations, McNaught's among them.

McNaught's landing was soft. He was at last appointed to the University of Toronto. From 1958 until his retirement, McNaught taught influential young historians, superintended (with his wife, Bev) the growth and education of three children, enjoyed 30 years of summers on Lake Ontario, managed to keep up with mortgage payments on a big Toronto house, and remained true to his social democratic ways.

His part in the Canadian anti-Vietnam war movement was considerable and his discussion of it fair. (pp. 176-183) The student movement and its excesses don't seem to have bothered McNaught all that much. He knew reform movements come and go and produce modest changes. And anyway, "As with the student movements' attempt to take over the universities and run them as structureless happenings, the New Left's assault upon the old socialist left would crumble on its own internal contradictions." (p. 190)

I enjoyed the book, and see it as an important source document for the history of the Canadian university. The book includes surprisingly little argument on university governance or curriculum, and not much more on Canadian politics, although these must have been preoccupations for McNaught. And despite his frankness about matters of family and social life, McNaught shows himself occasionally unaware of his own mental and cultural outlook. As a fortunate scion of English Torontonian society, McNaught's outlook on money, politics and the life of the mind makes most sense if seen in that way.

But it's silly to complain overmuch, for this book is a memoir, and not itself a piece of social history. It provides us a precious set of clues on the nature and origin of the Canadian Anglophone professoriate in the golden days of expansion and social experiment. We need more, many more, books like these, by colleagues of both sexes, and in every region. With their help we have a basis for understanding more completely the roots of the university as we ourselves know it. ■

(Bill Bruneau is past president of the Canadian Association of University Teachers.)

SALARY DATA

Most Hires Are Assistant Profs

IN Canada, faculty salary structures are generally negotiated between the faculty association and the university. In almost all universities, there is a floor or minimum salary set for each academic rank. Many universities also fix a ceiling or maximum salary for each rank. Salary structures vary from one university to the next across the country.

The first full-time university appointment for most newly hired teachers is at the assistant professor level. However, new hires often start at an initial salary several steps above the minimum, depending on qualifications, experience and demand for teaching staff. This makes it useful to compare actual salaries paid at each university, rather than comparing the floor and ceiling salaries.

The following table shows the actual salaries paid to full-time assistant professors at most Canadian universities in the fall of 1998, the most recent year for which information is available. ■

University	Total Assistant Professors	10th Percentile	Median	90th Percentile
Acadia	51	\$44,400	\$48,950	\$56,775
Alberta	213	44,150	50,700	65,000
Algoma	6	0	44,050	0
Augustana	15	35,900	39,800	47,550
Brandon	30	\$43,400	\$50,100	\$58,575
BC	240	57,000	63,300	76,350
Brock	54	45,600	54,350	67,950
Calgary	201	43,500	49,975	58,700
Campion	6	\$0	\$46,925	\$0
Cape Breton	21	33,600	39,250	45,350
Carleton	72	47,825	57,250	70,275
Dalhousie	117	42,200	54,100	62,075
Guelph	123	\$47,700	\$63,700	\$75,050
Huron	6	0	49,550	0
King's (ON)	6	0	50,800	0
Lakehead	45	47,400	52,450	63,350
Laurentian	57	\$46,575	\$53,175	\$66,050
Manitoba	171	46,000	54,100	65,700
McMaster	66	43,950	54,550	66,700
Memorial	114	41,150	48,350	55,925
Moncton	81	\$41,650	\$47,500	\$55,650
Mt. Allison	33	39,175	43,950	47,650
Mt. St. Vincent	27	49,075	53,900	53,950
New Brunswick	69	42,950	49,000	58,300
Nipissing	36	\$52,900	\$59,500	\$64,000
Northern BC	54	49,975	52,950	56,875
NSCAD	3	0	0	0
Ottawa	141	48,800	55,900	67,150
PEI	72	\$45,550	\$54,050	\$67,350
Queen's	111	47,050	56,900	73,500
Regina	81	46,000	52,000	60,400
RMC	30	49,050	54,900	54,900
Ryerson	78	\$46,650	\$51,775	\$58,625
Saskatchewan	96	45,825	51,600	60,875
Simon Fraser	87	50,100	56,350	73,250
St. Francis Xavier	51	42,600	47,200	52,550
St. Jerome's	3	0	\$47,275	\$0
St. Mary's	48	44,450	50,200	67,425
St. Michael's	6	0	62,850	0
St. Thomas	27	44,400	52,450	59,575
Ste-Anne	6	\$0	\$42,775	\$0
Sudbury	12	0	43,975	0
Thornloe	6	0	50,600	0
Trent	30	43,050	53,750	68,750
Victoria	102	\$49,150	\$55,275	\$67,900
Waterloo	135	49,700	60,000	74,550
Western	183	45,000	53,000	72,450
Wilfrid Laurier	66	45,875	51,950	78,875
Windsor	63	\$54,850	\$58,550	\$73,450
Winnipeg	39	41,300	46,000	56,450
York	201	50,475	59,000	76,100

NOTE: Number of faculty have been randomly rounded to multiples of three and in order to preserve confidentiality, no data are included where there are too few individuals.

Data include non-medical/dental faculty only, with and without senior administrative duties, both sexes combined, all degrees combined, all subjects combined. Data not yet available for universities not listed. Data not available for part-time faculty.

SOURCE: Centre for Education Statistics, Statistics Canada, Unpublished Data.